

List of Notifications issued under Various Laws & Act.

1. Appointment of Registration Officer under Contract Labour (R&A) Act, 1970 at P-1-2.
2. Appointment of Licensing Officer under Contract Labour (R&A) Act, 1970 at P-3-4.
3. Appointment of Registration Officer under Inter State Migrant Workmen (RE&CS) Act, 1979 at P-5-6.
4. Appointment of Licensing Officer under Inter State Migrant Workmen (RE&CS) Act, 1979 at P-7-8.
5. Appointment of Compounding Officer under Contract Labour (R&A) Act, 1970 at P-9-10.
6. Appointment of Inspector under Contract Labour (R&A) Act, 1970 at P-11-12.
7. Appointment of Specified Authority under Inter State Migrant Workmen (RE&CS) Act, 1979 at P-13-14.
8. Appointment of Inspector under Inter State Migrant Workmen (RE&CS) Act, 1979 at P-15-16.
9. Appointment of Registration Officer under APB&OCWWB (RE&CS) Act, 1996 at P-17-18.
10. The Contract Labour (Regulation and Abolition) (Arunachal Pradesh Amendment) Act, 2020 at P-19-20.
11. The Contract Labour (Regulation and Abolition) Arunachal Pradesh Rules, 1995 at P-21-53.
12. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1993 at P-54-89.

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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No.LAB (W) 159/93

Dated, Itanagar the 28th August, 2020.

NOTIFICATION

In exercise of the powers conferred by Section 6 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of this department's earlier notification No. LAB (W) 159/93/57 dated 18/03/2020, the Governor of Arunachal Pradesh is pleased to appoint the following Labour Officers shown in column (2) of the Table below as Registering Officer in their respective jurisdiction for the purposes of chapter -III of the said Act.

TABLE

Sl. No	Officers	Area/Jurisdiction
1	2	3
1.	The Labour Officer / Incharge Labour Officer, Tawang	For Whole of Tawang District
2.	The Labour Officer/ Incharge Labour Officer, Bomdila	For Whole of West Kameng District
3.	The Labour Officer / Incharge Labour Officer, Seppa	For Whole of East Kameng District
4.	The Labour Officer / Incharge Labour Officer, Lemmi	For Whole of Pakke Kessang District
5.	The Labour Officer Itanagar (HQ)	For whole of administrative jurisdiction of Itanagar Capital Region.
6.	The Labour Officer/ Incharge Labour Officer, Yupia	For whole Papum Pare District
7.	The Labour Officer/ Incharge Labour Officer, Ziro	For Whole of Lower Subansiri District
8.	The Labour Officer / Incharge Labour Officer, Raga	For Whole of Kamle District
9.	The Labour Officer/ Incharge Labour Officer , Koloriang	For Whole of Kurung Kumey District
10.	The Labour Office/ Incharge Labour Officer, Jamin	For Whole of Kra Dadi District
11.	The Labour Officer, Incharge Labour Officer, Daporijo	For Whole of Upper Subansiri District
12.	The Labour Officer / Incharge Labour Officer, Aalo	For Whole of West Siang, District
13.	The Labour Officer/ Incharge Labour Officer, Tato	For Whole of Shi Yomi District
14.	The Labour Officer/ Incharge Labour Officer, Basar	For Whole of Lepa Rada District
15.	The Labour Officer/ Incharge Labour Officer, Likabali	For Whole of Lower Siang District
16.	The Labour Officer/ Incharge Labour Officer , Pasighat	For Whole of East Siang District
17.	The Labour Officer/ Incharge Labour Officer, Pangin	For Whole of Siang District

18.	The Labour Officer / Incharge Labour Officer, Yingkiong	For Whole of Upper Siang District
19.	The Labour Officer / Incharge Labour Officer, Roing	For Whole of Lower Dibang Valley District
20.	The Labour Officer/ Incharge Labour Officer, Anini	For Whole of Dibang Valley District
21.	The Labour Officer, / Incharge Labour Officer Tezu	For Whole of Lohit District
22.	The Labour Officer / Incharge Labour Officer, Namsai	For Whole of Namsai District
23.	The Labour Officer, / Incharge Labour Officer, Hawaii	For Whole of Anjaw District
24.	The Labour Officer, / Incharge Labour Officer, Changlang	For Whole of Changlang District
25.	The Labour Officer, / Incharge Labour Officer, Khonsa	For Whole of Tirap District
26.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.

Sd/-(Naresh Kumar),
Chief Secretary,
Govt. of Arunachal Pradesh,
Itanagar.

Memo. No.LAB (W) 159/93

Dated, Itanagar the 28 th August, 2020.

Copy to :-

1. The Commissioner to Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. PPS to Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
4. The PS to all the Ministers, Arunachal Pradesh.
5. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
6. The Deputy Secretary, Govt. of India, Ministry of Labour and Employment, New Delhi-110001.
7. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
8. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar / Naharlagun / Nirjuli.
9. The Director of Printing, Govt. of Arunachal Pradesh, Papu Nallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
10. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
11. All the Labour Officers/ Incharge Labour Officers in Arunachal Pradesh.
12. Notice Board.
13. Guard file
14. Office copy.

P. Tayal
(P. Nav Tayal), IPS
Secretary(Labour & Employment),
Govt. of Arunachal Pradesh,
Itanagar.

(3)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No.LAB (W) 159/93

Dated, Itanagar the 28th August, 2020.

NOTIFICATION

In exercise of the powers conferred by Section 11 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of this department's earlier notification No. LAB (W) 159/93/58 dated 18/03/2020, the Governor of Arunachal Pradesh is pleased to appoint the following Labour Officers shown in column (2) of the Table below as Licensing Officer in their respective jurisdiction for the purposes of chapter -IV of the said Act.

TABLE

Sl. No	Officers	Area/Jurisdiction
1	2	3
1.	The Labour Officer / Incharge Labour Officer, Tawang	For Whole of Tawang District
2.	The Labour Officer/ Incharge Labour Officer, Bomdila	For Whole of West Kameng District
3.	The Labour Officer / Incharge Labour Officer, Seppa	For Whole of East Kameng District
4.	The Labour Officer / Incharge Labour Officer, Lemmi	For Whole of Pakke Kessang District
5.	The Labour Officer Itanagar (HQ)	For whole of administrative jurisdiction of Itanagar Capital Region.
6.	The Labour Officer / Incharge Labour Officer, Yupia	For whole Papum Pare District
7.	The Labour Officer/ Incharge Labour Officer, Ziro	For Whole of Lower Subansiri District
8.	The Labour Officer / Incharge Labour Officer, Raga	For Whole of Kamle District
9.	The Labour Officer/ Incharge Labour Officer, Koloriang	For Whole of Kurung Kumey District
10.	The Labour Office/ Incharge Labour Officer, Jamin	For Whole of Kra Dadi District
11.	The Labour Officer, Incharge Labour Officer, Daporijo	For Whole of Upper Subansiri District
12.	The Labour Officer / Incharge Labour Officer, Aalo	For Whole of West Siang, District
13.	The Labour Officer/ Incharge Labour Officer, Tato	For Whole of Shi Yomi District
14.	The Labour Officer/ Incharge Labour Officer, Basar	For Whole of Lepa Rada District
15.	The Labour Officer/ Incharge Labour Officer, Likabali	For Whole of Lower Siang District
16.	The Labour Officer/ Incharge Labour Officer, Pasighat	For Whole of East Siang District
17.	The Labour Officer/ Incharge Labour Officer, Pangin	For Whole of Siang District

18.	The Labour Officer / Incharge Labour Officer, Yingkiong	For Whole of Upper Siang District
19.	The Labour Officer / Incharge Labour Officer, Roing	For Whole of Lower Dibang Valley District
20.	The Labour Officer/ Incharge Labour Officer, Anini	For Whole of Dibang Valley District
21.	The Labour Officer, / Incharge Labour Officer Tezu	For Whole of Lohit District
22.	The Labour Officer / Incharge Labour Officer, Namsai	For Whole of Namsai District
23.	The Labour Officer, / Incharge Labour Officer, Hawai	For Whole of Anjaw District
24.	The Labour Officer, / Incharge Labour Officer, Changlang	For Whole of Changlang District
25.	The Labour Officer, / Incharge Labour Officer, Khonsa	For Whole of Tirap District
26.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.

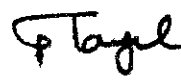
Sd/-(Naresh Kumar),
Chief Secretary,
Govt. of Arunachal Pradesh,
Itanagar

Memo. No. LAB(W)159/93

Dated, Itanagar the 28th August, 2020.

Copy to :-

1. The Commissioner to Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. PPS to Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
4. The PS to all the Ministers, Arunachal Pradesh.
5. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
6. The Deputy Secretary, Govt. of India, Ministry of Labour and Employment, New Delhi-110001.
7. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
8. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar /Naharlagun / Nirjuli.
9. The Director of Printing, Govt. of Arunachal Pradesh, Papu Nallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
10. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
11. All the Labour Officers/ Incharge Labour Officers in Arunachal Pradesh.
12. Notice Board.
13. Guard file
14. Office copy.


(P. Nav Tayal), IPS
Secretary(Labour & Employment),
Govt. of Arunachal Pradesh,
Itanagar.

Arunachal Pradesh
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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No.LAB(W)158/93

Dated, Itanagar the 28 th August, 2020.

NOTIFICATION

In exercise of the powers conferred by section 3 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and in supersession of earlier order of even number dated 18/03/2020, the Government of Arunachal Pradesh is pleased to appoint the following Officers to be Registering Officers for the purposes of chapter-II of the said Act within their respective jurisdiction as specified against each in column (3) thereof namely:-

TABLE

Sl. No	Officers	Area/Jurisdiction
1	2	3
1.	The Labour Officer / Incharge Labour Officer, Tawang	For Whole of Tawang District
2.	The Labour Officer/ Incharge Labour Officer, Bomdila	For Whole of West Kameng District
3.	The Labour Officer / Incharge Labour Officer, Seppa	For Whole of East Kameng District
4.	The Labour Officer / Incharge Labour Officer, Lemmi	For Whole of Pakke Kessang District
5.	The Labour Officer Itanagar (HQ)	For whole of administrative jurisdiction of Itanagar Capital Region.
6.	The Labour Officer/ Incharge Labour Officer, Yupia	For whole Papum Pare District
7.	The Labour Officer/ Incharge Labour Officer, Ziro	For Whole of Lower Subansiri District
8.	The Labour Officer / Incharge Labour Officer, Raga	For Whole of Kamle District
9.	The Labour Officer/ Incharge Labour Officer, Koloriang	For Whole of Kurung Kumey District
10.	The Labour Office/ Incharge Labour Officer, Jamin	For Whole of Kra Dadi District
11.	The Labour Officer, Incharge Labour Officer, Daporijo	For Whole of Upper Subansiri District
12.	The Labour Officer / Incharge Labour Officer, Aalo	For Whole of West Siang, District
13.	The Labour Officer/ Incharge Labour Officer, Tato	For Whole of Shi Yomi District
14.	The Labour Officer/ Incharge Labour Officer, Basar	For Whole of Lepa Rada District
15.	The Labour Officer/ Incharge Labour Officer, Likabali	For Whole of Lower Siang District
16.	The Labour Officer/ Incharge Labour Officer, Pasighat	For Whole of East Siang District

17.	The Labour Officer/ Incharge Labour Officer, Pangin	For Whole of Siang District
18.	The Labour Officer / Incharge Labour Officer, Yingkiong	For Whole of Upper Siang District
19.	The Labour Officer / Incharge Labour Officer, Roing	For Whole of Lower Dibang Valley District
20.	The Labour Officer/ Incharge Labour Officer, Anini	For Whole of Dibang Valley District
21.	The Labour Officer, / Incharge Labour Officer Tezu	For Whole of Lohit District
22.	The Labour Officer / Incharge Labour Officer, Namsai	For Whole of Namsai District
23.	The Labour Officer, / Incharge Labour Officer, Hawaii	For Whole of Anjaw District
24.	The Labour Officer, / Incharge Labour Officer, Changlang	For Whole of Changlang District
25.	The Labour Officer, / Incharge Labour Officer, Khonsa	For Whole of Tirap District
26.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.

Sd/-(Naresh Kumar),
Chief Secretary,
Govt. of Arunachal Pradesh,
Itanagar

Memo No. LAB(W)158/93

Dated, Itanagar the ___ August, 2020.

Copy to :-

1. The Commissioner to Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. PPS to Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
4. The PS to all the Ministers, Arunachal Pradesh.
5. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
6. The Deputy Secretary, Govt. of India, Ministry of Labour and Employment, New Delhi-110001.
7. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
8. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar / Naharlagun / Nirjuli.
9. The Director of Printing, Govt. of Arunachal Pradesh, Papu Nallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
10. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
11. All the Labour Officers/Incharge Labour Officer in Arunachal Pradesh.
12. Notice Board.
13. Guard file
14. Office copy.



(Pranav Tayal), IPS
Secretary(Labour & Employment),

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No.LAB(W)158/93

Dated, Itanagar the 28th August, 2020.NOTIFICATION

In exercise of the powers conferred by section 7 of the Inter-State Migrant Workmen(Regulation of Employment and Conditions of Service) Act,1979, and in supersession of earlier order of even number dated 18/03/2020, the Government of Arunachal Pradesh is pleased to appoint the following Officers to be Licensing Officer for the purposes of chapter-III of the said Act within their respective jurisdiction as specified against each in column (3) thereof namely:-

TABLE

Sl. No	Officers	Area/Jurisdiction
1	2	3
1.	The Labour Officer / Incharge Labour Officer, Tawang	For Whole of Tawang District
2.	The Labour Officer/ Incharge Labour Officer, Bomdila	For Whole of West Kameng District
3.	The Labour Officer / Incharge Labour Officer, Seppa	For Whole of East Kameng District
4.	The Labour Officer / Incharge Labour Officer, Lemmi	For Whole of Pakke Kessang District
5.	The Labour Officer Itanagar (HQ)	For whole of administrative jurisdiction of Itanagar Capital Region.
6.	The Labour Officer/ Incharge Labour Officer, Yupia	For whole Papum Pare District
7.	The Labour Officer/ Incharge Labour Officer, Ziro	For Whole of Lower Subansiri District
8.	The Labour Officer / Incharge Labour Officer, Raga	For Whole of Kamle District
9.	The Labour Officer/ Incharge Labour Officer, Koloriang	For Whole of Kurung Kumey District
10.	The Labour Office/ Incharge Labour Officer, Jamin	For Whole of Kra Dadi District
11.	The Labour Officer, Incharge Labour Officer, Daporijo	For Whole of Upper Subansiri District
12.	The Labour Officer / Incharge Labour Officer, Aalo	For Whole of West Siang, District
13.	The Labour Officer/ Incharge Labour Officer, Tato	For Whole of Shi Yomi District
14.	The Labour Officer/ Incharge Labour Officer, Basar	For Whole of Lepa Rada District
15.	The Labour Officer/ Incharge Labour Officer, Likabali	For Whole of Lower Siang District
16.	The Labour Officer/ Incharge Labour Officer, Pasighat	For Whole of East Siang District
17.	The Labour Officer/ Incharge Labour Officer, Pangin	For Whole of Siang District

18.	The Labour Officer / Incharge Labour Officer, Yingkiong	For Whole of Upper Siang District
19.	The Labour Officer / Incharge Labour Officer, Roing	For Whole of Lower Dibang Valley District
20.	The Labour Officer/ Incharge Labour Officer, Anini	For Whole of Dibang Valley District
21.	The Labour Officer, / Incharge Labour Officer Tezu	For Whole of Lohit District
22.	The Labour Officer / Incharge Labour Officer, Namsai	For Whole of Namsai District
23.	The Labour Officer, / Incharge Labour Officer, Hawai	For Whole of Anjaw District
24.	The Labour Officer, / Incharge Labour Officer, Changlang	For Whole of Changlang District
25.	The Labour Officer, / Incharge Labour Officer, Khonsa	For Whole of Tirap District
26.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.

Sd/-(Naresh Kumar),
Chief Secretary,
Govt. of Arunachal Pradesh,
Itanagar

Dated, Itanagar the ___ August, 2020.

Memo No.LAB(W)158/93

Copy to :-

1. The Commissioner to Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. PPS to Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
4. The PS to all the Ministers, Arunachal Pradesh.
5. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
6. The Deputy Secretary, Govt. of India, Ministry of Labour and Employment, New Delhi-110001.
7. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
8. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar / Naharlagun / Nirjuli.
9. The Director of Printing, Govt. of Arunachal Pradesh, Papu Nallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
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11. All the Labour Officers/ Incharge Labour Officers in Arunachal Pradesh.
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13. Guard file
14. Office copy.

P. Tayal

(P. Nav Tayal), IPS
Secretary (Labour & Employment),
Govt. of Arunachal Pradesh,
Itanagar.

(9)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No. LAB(W)159/93

Dated Itanagar, the 16th Nov' 2021

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of the Section 25A of the Contract Labour (Regulation and Abolition) Arunachal Pradesh (Amendment) Act, 2020, (Act no 10 of 2021), the Governor of Arunachal Pradesh is pleased to appoint the Extra Assistant Commissioner under the Government of Arunachal Pradesh to be "Compounding Officer" for the purpose of Section 25A of the said Act within their respective jurisdiction as specified against each in column (3) thereof; Namely:

TABLE

Sl. No.	Designation	Area / Jurisdiction
1	Extra Assistant Commissioner, Tawang	For whole of Tawang District
2	Extra Assistant Commissioner, Bomdila	For whole of West Kameng District
3	Extra Assistant Commissioner, Seppa	For whole of East Kameng District
4	Extra Assistant Commissioner, Lemmi	For whole of Pakke Kessang District
5	Extra Assistant Commissioner, (HQ) ICC	For whole of administrative jurisdiction of Itanagar Capital Region
6	Extra Assistant Commissioner, Yupia	For whole of Papum Pare District (except the ICR)
7	Extra Assistant Commissioner, Ziro	For whole of Lower Subansiri District
8	Extra Assistant Commissioner, Raga	For whole of Kamle District
9	Extra Assistant Commissioner, Koloriang	For whole of Kurung Kumey District
10	Extra Assistant Commissioner, Jamin	For whole of Kra Dadi District
11	Extra Assistant Commissioner, Daporijo	For whole of Upper Subansiri District
12	Extra Assistant Commissioner, Aalo	For whole of West Siang District
13	Extra Assistant Commissioner, Tato	For whole of Shi Yomi District
14	Extra Assistant Commissioner, Basar	For whole of Lepa Rada District
15	Extra Assistant Commissioner, Likabali	For whole of Lower Siang District
16	Extra Assistant Commissioner, Pasighat	For whole of East Siang District
17	Extra Assistant Commissioner, Boleng	For whole of Siang District
18	Extra Assistant Commissioner, Yingkiang	For whole of Upper Siang District
19	Extra Assistant Commissioner, Roing	For whole of Lower Dibang Valley District
20	Extra Assistant Commissioner, Anini	For whole of Dibang Valley District
21	Extra Assistant Commissioner, Tezu	For whole of Lohit District
22	Extra Assistant Commissioner, Namsai	For whole of Namsai District

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23	Extra Assistant Commissioner, Hawaii	For whole of Anjaw District
24	Extra Assistant Commissioner, Changlang	For whole of Changlang District
25	Extra Assistant Commissioner, khonsa	For whole of Tirap District
26	Extra Assistant Commissioner, Longding	For whole of Longding District

This order shall come into force with immediate effect.

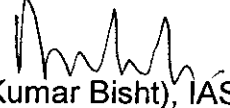
Sd/- (Naresh Kumar),
Chief Secretary,
Govt. of Arunachal Pradesh
Itanagar

Memo No. LAB(W)159/93

Dated Itanagar the 7th ¹⁰⁰ Nov 2021

Copy to:-

1. The Commissioner to Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. The PPS to the Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to Deputy Chief Minister, Arunachal Pradesh, Itanagar.
4. The PPS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
5. The PS to all the Ministers, Arunachal Pradesh.
6. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
7. The Deputy Secretary, Govt. of India, Ministry of Labour, New Delhi – 110001.
8. The PS to all the Principal Secretaries / Commissioners / Secretaries, Govt. of Arunachal Pradesh, Itanagar.
9. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar/Naharlagun/Nirjul.
10. The Director Printing, Govt. of Arunachal Pradesh, Papu Nallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
11. All the Deputy Commissioners / Additional Deputy Commissioners in Arunachal Pradesh.
12. All the Labour Officers in Arunachal Pradesh.
13. Notice Board.
14. Guard file.
15. Office copy.


(Ajay Kumar Bisht), IAS
Secretary (Labour & Employment),
Govt. of Arunachal Pradesh,
Itanagar.

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No. LAB(W)159/93

Dated, Itanagar the 16 th Nov' 2021.

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of Section 28 of the Contract Labour (Regulation of Abolition) Act, 1970 (Act No. 30 of 1970) and in supersession of the Government of Arunachal Pradesh's earlier Notification No. LAB(W)-20/2012 dated 29th June, 2012, except in respect of things done or omitted to be done before such supersession, the Governor of Arunachal Pradesh is pleased to appoint the Officers mentioned in column (2) of the Table below, to be "**Inspector**" for the purpose of securing compliance with the provisions of the said Act, within their respective jurisdiction as specified against each in column (3) thereof; namely:-

TABLE

SL. No.	Name & Designation of officers	Area/ Jurisdiction
1	2	3
1.	The Labour Commissioner	For Whole of Arunachal Pradesh
2.	The Labour Officer / Incharge Labour Officer, Tawang.	For Whole of Tawang District
3.	The Labour Officer / Incharge Labour Officer, Bomdila.	For Whole of West Kameng District
4.	The Labour Officer / Incharge Labour Officer, Seppa.	For Whole of East Kameng District
5.	The Labour Officer / Incharge Labour Officer, Lemmi.	For Whole of Pakke-Kessang District
6.	The Labour Officer//C, Itanagar (HQ) ICR.	For Whole of administrative jurisdiction of Itanagar Capital Region.
7.	The Labour Officer / Incharge Labour Officer, Yupia.	For Whole of Papum Pare District. (except the Itanagar Capital Region)
8.	The Labour Officer / Incharge Labour Officer, Ziro.	For Whole of Lower Subansiri District.
9.	The Labour Officer / Incharge Labour Officer, Raga.	For Whole of Kamle District.
10.	The Labour Officer / Incharge Labour Officer, Koloriang.	For Whole of Kurung Kumey District.
11.	The Labour Officer / Incharge Labour Officer, Palin.	For Whole of KraDadi District
12.	The Labour Officer / Incharge Labour Officer, Daporijo.	For Whole of Upper Subansiri District
13.	The Labour Officer / Incharge Labour Officer, Aalo.	For Whole of West Siang District
14.	The Labour Officer / Incharge Labour Officer, Tato.	For Whole of Shi-Yomi District
15.	The Labour Officer / Incharge Labour Officer, Basar.	For Whole of Lepa-Rada District
16.	The Labour Officer / Incharge Labour Officer, Likabali.	For Whole of Lower Siang District
17.	The Labour Officer / Incharge Labour Officer, Pasighat.	For Whole of East Siang District
18.	The Labour Officer / Incharge Labour Officer, Boleng.	For Whole of Siang District
19.	The Labour Officer / Incharge Labour Officer, Yingkiang.	For Whole of Upper Siang District

20.	The Labour Officer / Incharge Labour Officer, Roing.	For Whole of Lower Diabang Valley District
21.	The Labour Officer / Incharge Labour Officer, Anini.	For Whole of Dibang Valley District
22.	The Labour Officer / Incharge Labour Officer, Tezu.	For Whole of Lohit District
23.	The Labour Officer / Incharge Labour Officer, Namsai.	For Whole of Namsai District
24.	The Labour Officer / Incharge Labour Officer, Hawaii.	For Whole of Anjaw District
25.	The Labour Officer / Incharge Labour Officer, Changlang.	For Whole of Changlang District
26.	The Labour Officer / Incharge Labour Officer, Khonsa.	For Whole of Tirap District
27.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect

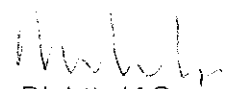
Sd/- (Naresh Kumar),
Chief Secretary,
Government of Arunachal Pradesh
Itanagar.

Memo No.LAB (W) 159/93

Dated, Itanagar the 7th ^{Dec} ~~Nov~~ 2021.

Copy to:-

1. The Commissioner to the Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. The PPS to the Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to Deputy Chief Minister, Arunachal Pradesh, Itanagar.
4. The PPS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
5. The PS to all the Ministers, Arunachal Pradesh.
6. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
7. The Deputy Secretary, Govt. of India, Ministry of Labour, New Delhi – 110001.
8. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
9. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar/ Naharlagun/ Nirjuli.
10. The Director of Printing, Govt. of Arunachal Pradesh, Papunallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
11. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
12. All the Labour Officers/Incharge Labour Officers in Arunachal Pradesh.
13. Notice Board.
14. Guard file.
15. Office copy.


(Ajay Kumar Bisht), IAS
Secretary (Labour & Employment),
Government of Arunachal Pradesh
Itanagar.

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No. LAB(W)158/93

Dated, Itanagar the 12th Oct' 2021.

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of Section 12 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979) and in supersession of the Government of Arunachal Pradesh's earlier order No. LAB(W) 158/93/3 dated 30/11/1995, the Governor of Arunachal Pradesh hereby specifies the Labour Officers / Incharge for the Labour Officers, Government of Arunachal Pradesh to be the "Specified Authority" for the purpose of Section 12 and 16 of the said Act, within their respective jurisdiction as specified against each in column (3) thereof, namely:-

TABLE

SL. No.	Name & Designation of officers	Area/ Jurisdiction
1	2	3
1.	The Labour Officer / Incharge Labour Officer, Tawang.	For Whole of Tawang District
2.	The Labour Officer / Incharge Labour Officer, Bomdila.	For Whole of West Kameng District
3.	The Labour Officer / Incharge Labour Officer, Seppa.	For Whole of East Kameng District
4.	The Labour Officer / Incharge Labour Officer, Lemmi.	For Whole of Pakke-Kessang District
5.	The Labour Officer, Itanagar (HQ) ICC.	For Whole of administrative jurisdiction of Itanagar Capital Region.
6.	The Labour Officer / Incharge Labour Officer, Yupia.	For Whole of Papum Pare District.
7.	The Labour Officer / Incharge Labour Officer, Ziro.	For Whole of Lower Subansiri District.
8.	The Labour Officer / Incharge Labour Officer, Raga.	For Whole of Kamle District.
9.	The Labour Officer / Incharge Labour Officer, Koloriang.	For Whole of KurungKumey District.
10.	The Labour Officer / Incharge Labour Officer, Jamin.	For Whole of KraDadi District
11.	The Labour Officer / Incharge Labour Officer, Daporijo.	For Whole of Upper Subansiri District
12.	The Labour Officer / Incharge Labour Officer, Aalo.	For Whole of West Siang District
13.	The Labour Officer / Incharge Labour Officer, Tato.	For Whole of Shi-Yomi District
14.	The Labour Officer / Incharge Labour Officer, Basar.	For Whole of Lepa-Rada District
15.	The Labour Officer / Incharge Labour Officer, Likabali.	For Whole of Lower Siang District
16.	The Labour Officer / Incharge Labour Officer, Pasighat.	For Whole of East Siang District
17.	The Labour Officer / Incharge Labour Officer, Pangin.	For Whole of Siang District
18.	The Labour Officer / Incharge Labour Officer, Yingkiang.	For Whole of Upper Siang District
19.	The Labour Officer / Incharge Labour Officer, Roing.	For Whole of Lower Diabang Valley District

Amh

20.	The Labour Officer / Incharge Labour Officer, Anini.	For Whole of DibangValley District
21.	The Labour Officer / Incharge Labour Officer, Tezu.	For Whole of Lohit District
22.	The Labour Officer / Incharge Labour Officer, Namsai.	For Whole of Namsai District
23.	The Labour Officer / Incharge Labour Officer, Hawaii.	For Whole of Anjaw District
24.	The Labour Officer / Incharge Labour Officer, Changlang.	For Whole of Changlang District
25.	The Labour Officer / Incharge Labour Officer, Khonsa.	For Whole of Tirap District
26.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.

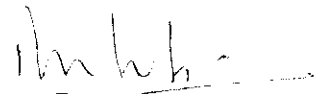
Sd/- (Naresh Kumar),
Chief Secretary,
Government of Arunachal Pradesh
Itanagar.

Memo No.LAB (W) 158/93

Dated, Itanagar the ____ Oct' 2021.

Copy to:-

1. The Commissioner, to the Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. The PPS to the Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to Deputy Chief Minister, Arunachal Pradesh, Itanagar.
4. The PPS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
5. The PS to all the Ministers, Arunachal Pradesh.
6. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
7. The Deputy Secretary, Govt. of India, Ministry of Labour, New Delhi – 110001.
8. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
9. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar/ Naharlagun/ Nirjuli.
10. The Director of Printing, Govt. of Arunachal Pradesh, PapuNallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
11. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
12. All the Labour Officers/Incharge Labour Officers in Arunachal Pradesh.
13. Notice Board.
14. Guard file.
15. Office copy.


(Ajay Kumar Bisht), IAS
Secretary (Labour & Employment),
Government of Arunachal Pradesh
Itanagar.

(B)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No. LAB(W)158/93

Dated, Itanagar the 12 th Oct' 2021.

NOTIFICATION

In exercise of the powers conferred by sub-section (1) of Section 20 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979) and in supersession of the Government of Arunachal Pradesh's earlier Notification No. LAB(W) 158/93 dated 20th October, 2016, the Governor of Arunachal Pradesh is pleased to appoint the Officers mentioned in column (2) of the Table below, to be "**Inspector**" for the purpose of securing compliance with the provisions of the said Act, within their respective jurisdiction as specified against each in column (3) thereof, namely:-

TABLE

SL. No.	Name & Designation of officers	Area/ Jurisdiction
1	2	3
1.	The Labour Commissioner	For Whole of Arunachal Pradesh
2.	The Labour Officer / Incharge Labour Officer, Tawang.	For Whole of Tawang District
3.	The Labour Officer / Incharge Labour Officer, Bomdila.	For Whole of West Kameng District
4.	The Labour Officer / Incharge Labour Officer, Seppa.	For Whole of East Kameng District
5.	The Labour Officer / Incharge Labour Officer, Lemmi.	For Whole of Pakke-Kessang District
6.	The Labour Officer, Itanagar (HQ) ICC.	For Whole of administrative jurisdiction of Itanagar Capital Region.
7.	The Labour Officer / Incharge Labour Officer, Yupia.	For Whole of Papum Pare District.
8.	The Labour Officer / Incharge Labour Officer, Ziro.	For Whole of Lower Subansiri District.
9.	The Labour Officer / Incharge Labour Officer, Raga.	For Whole of Kamle District.
10.	The Labour Officer / Incharge Labour Officer, Koloriang.	For Whole of KurungKumey District.
11.	The Labour Officer / Incharge Labour Officer, Jamin.	For Whole of KraDadi District
12.	The Labour Officer / Incharge Labour Officer, Daporijo.	For Whole of Upper Subansiri District
13.	The Labour Officer / Incharge Labour Officer, Aalo.	For Whole of West Siang District
14.	The Labour Officer / Incharge Labour Officer, Tato.	For Whole of Shi-Yomi District
15.	The Labour Officer / Incharge Labour Officer, Basar.	For Whole of Lepa-Rada District
16.	The Labour Officer / Incharge Labour Officer, Likabali.	For Whole of Lower Siang District
17.	The Labour Officer / Incharge Labour Officer, Pasighat.	For Whole of East Siang District
18.	The Labour Officer / Incharge Labour Officer, Pangin.	For Whole of Siang District
19.	The Labour Officer / Incharge Labour Officer, Yingkiang.	For Whole of Upper Siang District

Shukla

(16)

20.	The Labour Officer / Incharge Labour Officer, Roing.	For Whole of Lower Diabang Valley District
21.	The Labour Officer / Incharge Labour Officer, Anini.	For Whole of Dibang Valley District
22.	The Labour Officer / Incharge Labour Officer, Tezu.	For Whole of Lohit District
23.	The Labour Officer / Incharge Labour Officer, Namsai.	For Whole of Namsai District
24.	The Labour Officer / Incharge Labour Officer, Hawaii.	For Whole of Anjaw District
25.	The Labour Officer / Incharge Labour Officer, Changlang.	For Whole of Changlang District
26.	The Labour Officer / Incharge Labour Officer, Khonsa.	For Whole of Tirap District
27.	The Labour Officer / Incharge Labour Officer, Longding.	For Whole of Longding District

This order shall come into force with immediate effect.


Sd/- (Naresh Kumar),
Chief Secretary,
Government of Arunachal Pradesh
Itanagar.

Memo No.LAB (W) 159/93

Dated, Itanagar the 12th Oct' 2021.

Copy to:-

1. The Commissioner, to the Hon'ble Governor, Arunachal Pradesh, Itanagar.
2. The PPS to the Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to Deputy Chief Minister, Arunachal Pradesh, Itanagar.
4. The PPS to the Speaker and Dy. Speaker, Legislative Assembly, Arunachal Pradesh, Itanagar.
5. The PS to all the Ministers, Arunachal Pradesh.
6. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
7. The Deputy Secretary, Govt. of India, Ministry of Labour, New Delhi – 110001.
8. The PS to all the Principal Secretaries/ Commissioners/Secretaries, Govt. of Arunachal Pradesh, Itanagar.
9. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar/ Naharlagun/ Nirjuli.
10. The Director of Printing, Govt. of Arunachal Pradesh, PapuNallah, Naharlagun for publication in the next issue of the Arunachal Pradesh Extra Ordinary Gazette Notification and supply us 200 copies of the Notification to this department.
11. All the Deputy Commissioners/Additional Deputy Commissioners in Arunachal Pradesh.
12. All the Labour Officers/Incharge Labour Officers in Arunachal Pradesh.
13. Notice Board.
14. Guard file.
15. Office copy.


(Ajay Kumar Bisht), IAS
Secretary (Labour & Employment),
Government of Arunachal Pradesh
Itanagar.

(17)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

No. LAB(MW) 131/2005

Dated, Itanagar the 8th May, 2019.

NOTIFICATION

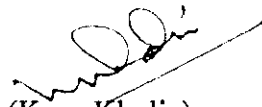
In exercise of the powers conferred by Section 6 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 (27 of 1996), and in compliance of the direction of the Hon'ble Supreme Court passed in order dated 13/01/2009 in the Writ Petition Civil No. 318 of 2006 (National Campaign Committee Versus Union of India), the Governor of Arunachal Pradesh is pleased to appoint the Officers mentioned in column (2) of the table below to be the Registering Officer for the purpose of the said Act and Rules made there under within the jurisdiction specified each in column (3) of the table, as follows:-

This order shall come into force with immediate effect.

TABLE

SL. No	Name & Designation of officers	Area
1	2	3
1.	The Labour Commissioner	For whole of Arunachal Pradesh
2.	The Labour Officer (HQ)	For whole of administrative jurisdiction of Capital Complex
3	The Labour Officer/Incharge Labour Officer, Tawang	For whole of Tawang District
4.	The Labour Officer, Bomdila	For whole of West Kameng District
5.	The Labour Officer, Seppa	For whole of East Kameng District
6.	The Labour Officer, Koloriang	For whole of Kurung Kumey District
7.	The Labour Officer / Incharge Labour Officer, Zamin, Camp Palin	For whole of Kra Dadi District
8.	The Labour Officer, Ziro	For whole of Lower Subansiri District
9.	The Labour Officer/In-charge Labour Officer, Yupia	For whole of Papum Pare District
10.	The Labour Officer, Daporijo	For whole of Upper Subansiri District
11.	The Labour Officer, Aalo	For whole of West Siang District
12.	The Labour Officer, Yingkiang	For whole of Upper Siang District
13.	The Labour Officer/Incharge Labour Officer, Pangin	For whole of Siang District
14.	The Labour Officer, Pasighat	For whole of East Siang District
15.	The Labour Officer/Incharge Labour Officer, Anini	For whole of Dibang Valley District
16.	The Labour Officer, Roing	For whole of Lower Diabang Valley District
17.	The Labour Officer, Tezu	For whole of Lohit District
18.	The Labour Officer/Incharge Labour Officer, Namsai	For whole of Namsai District
19.	The Labour Officer, Hawaii	For whole of Anjaw District
20.	The Labour Officer, Changlang	For whole of Changlang District
21.	The Labour Officer, Khonsa	For whole of Tirap District
22.	The Labour Officer/Incharge Labour Officer, Longding	For whole of Longding District
23.	The Labour Officer/Incharge Labour Officer, Raga	For whole of Kamley District
24.	The Labour Officer/Incharge Labour Officer, Lemmi	For whole of Pakke Kesang District
25.	The Labour Officer/Incharge Labour Officer, Tato	For whole of Si-Yumi District


26.	The Labour Officer/Incharge Labour Officer, Basar	For whole of Lepa-Rada District
27.	The Labour Officer/In-charge Labour Officer, Likabali	For whole of Lower Siang District


 (Kapa Kholie)
 Secretary (Labour)
 Government of Arunachal Pradesh
 Itanagar.

Memo No. LAB(MW) 131/2005 Dated, Itanagar the 8th May, 2019.

Copy to:-

1. Secretary to HE Governor of Arunachal Pradesh, Itanagar.
2. P.S to Hon'ble Chief Minister, Arunachal Pradesh, Itanagar.
3. P.S to all Ministers, Govt. of Arunachal Pradesh, Itanagar.
4. P. S to Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
5. All the Secretaries and Commissioners, Govt. of Arunachal Pradesh, Itanagar.
6. All the Head of Departments, Govt. of Arunachal Pradesh, Itanagar/Naharlagun/Nirjuli.
7. All Deputy Commissioner, Arunachal Pradesh.
8. All Labour Officers, Arunachal Pradesh, Itanagar.
9. The Secretary to Govt. of India Mole New Delhi for information w.r. to Ministry's letter No. Z-20012/09/2018-BL dated 25/09/2018.
10. The Director, Printing, Govt. of Arunachal Pradesh, Papu Nallah with request to publish the above notification in extra-ordinary issue of the Arunachal Pradesh and supply 100 copies of notification to this Deptt.
11. Office copy.


 (Kapa Kholie)
 Secretary (Labour)
 Government of Arunachal Pradesh
 Itanagar.



The Arunachal Pradesh Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 128, Vol. XXVIII, Naharlagun, Tuesday, July 6, 2021, Asadha 15, 1943 (Saka)

GOVERNMENT OF ARUNACHAL PRADESH
LAW, LEGISLATIVE AND JUSTICE DEPARTMENT
CIVIL SECRETARIAT
ITANAGAR

NOTIFICATION

The 6th July, 2021

No. Law/Legn-20/2020.— The following Act which was passed by the fifth session of the seventh Legislative Assembly of Arunachal Pradesh and received the assent of the President of India is hereby published for general information.

(Received the assent of the President of India on 8th June, 2021)

THE CONTRACT LABOUR (REGULATION AND ABOLITION) (ARUNACHAL PRADESH AMENDMENT) ACT, 2020

(Act No. 10 of 2021)

An

Act

further to amend the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970), as applicable in the State of Arunachal Pradesh.

BE it enacted by the Legislative assembly of Arunachal Pradesh in the Seventy-first Year of the Republic of India as follows,-

1. **Short title and commencement** : (1) This Ordinance may be called the Contract Labour Abolition (Arunachal Pradesh Amendment) Act, 2020.

(2) It shall be deemed to have come into force with effect from 14th July, 2020.

2. **Amendment of section** : (1) In section 1 of the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970), as in force in the State of Arunachal Pradesh (hereinafter referred to as the "principal Act"), in sub-section (4) for the word "**twenty**", wherever it occurs, the word "**fifty**" shall be substituted.

3. **Insertion of section 25A** : After section 25 of the principal Act, the following section shall be inserted, namely :

"**25A. Compounding of offences** : (1) Any offence punishable under sub-section (1) and (2) of Section 22 and Section 24 may either before or after the institution of the prosecution, on an application by the alleged offender, be compounded by such officer or authority as the State Government may, by notification in the **Official Gazette**, specify in this behalf for the amount as specified in the table below.

TABLE

Number of workmen employed in establishment	Composition amount
50 to 100	₹ 20000
101 to 500	₹ 35000
More than 500	₹ 50000

Provided that the State Government may, by a notification in the Official Gazette, amend the composition amount specified in the above Table.

Provided further that the offence committed of the same nature shall be compoundable only for the first three offences :

Provided also that such offences shall be compounded only after the alleged offender has acted to the satisfaction of such officer or authority that such offence is not continued any further.

(2) Where an offence has been compounded under section (1) of this section, no further proceedings shall be taken against the offender in respect of such offence and the offender, if in custody, shall be discharged.”

Onit Panyang, IAS
Commissioner to the
Government of Arunachal Pradesh,
Itanagar.



The Arunachal Pradesh Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 56, Vol X, Naharlagun, Wednesday, July 19, 2000, Asadha 28, 1922 (Saka)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT,
NAHARLAGUN

NOTIFICATION

The 8th October, 1999

No LAB(W)111/98.— In exercise of the powers conferred by Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (Act No. 37 of 1970), the Government of Arunachal Pradesh hereby publishes the following draft rules for the information of all persons likely to be affected thereby and notice is hereby given that the said draft rules shall be taken into consideration after the expiry of 90 days from the date of publication in the official Gazette.

Any objection or suggestion which may be received from any person or organisation with respect to these draft rules within the period specified above will be considered by Government of Arunachal Pradesh. Objections and suggestions may be addressed to the Secretary, Government of Arunachal Pradesh, Department of Labour and Employment, Itanagar.

THE CONTRACT LABOUR (REGULATION AND ABOLITION) ARUNACHAL PRADESH

RULES, 1995

CHAPTER—I

1. Short title and commencement : (1) These rules may be called the Contract Labour (Regulation and Abolition) Arunachal Pradesh Rules, 1995.

(2) They shall come into force on the date of their publication in the official Gazette.

2. Definitions : In these rules, unless the subject or context otherwise requires—

- (a) "Act" means the Contract Labour (Regulation and Abolition) Act, 1970;
- (b) "Appellate Officer" means the Appellate Officer appointed by the Government of Arunachal Pradesh under sub-section (1) of Section 15;
- (c) "Board" means that State Advisory Contract Labour Board constituted under Section 4;
- (d) "Chairman" means the Chairman of the Board;
- (e) "Committee" means a committee constituted under sub-section (1) of Section 5;
- (f) "Form" means a form appended to these rules;
- (g) "Section" means a section of the Act.

CHAPTER—II

STATE BOARD

3. The Board shall consist of the following members :—

- (a) a Chairman to be appointed by the Government of Arunachal Pradesh;
- (b) the Labour Commissioner, ex-officio;
- (c) one person representing the State Government to be appointed by the Government of Arunachal Pradesh from amongst its officials;
- (d) five persons representing the principal employers and the contractors (three representing the principal employers and two representing the contractors) to be appointed by the Government of Arunachal Pradesh after consultation with such industry or industries, if any, of the employers and the contractors as may be recognised by the Government of Arunachal Pradesh;

(e) five persons representing the employees to be appointed by the Government of Arunachal Pradesh after consultation with such organisations, if any, of employees representing their respective interests as may be recognised by the Government of Arunachal Pradesh.

4. **Terms of office :** (1) The Chairman of the Board shall hold office as such for a period of three years from the date on which his appointment is first notified in the official Gazette.

(2) The members of the Board, referred to in clause (c) of rule 3, shall hold office as such during the pleasure of the Governor of Arunachal Pradesh.

(3) Each of the members of the Board, referred to in clause (a), (d) and (e) of rule 3, shall hold office as such for a period of three years commencing from the date on which his appointment is first notified in the official Gazette.

Provided that where the successor of any such member has not been notified in the official Gazette on or before the expiry of the said period of three years, such member shall, notwithstanding the expiry of the period of his office, continue to hold such office until the appointment of his successor has been notified in the official Gazette.

(4) If a member is unable to attend a meeting of the Board the Government of Arunachal Pradesh or the body which appointed or nominated him may, by writing signed on its behalf and by such member and addressed notice in to the Board, nominate a substitute in his place to attend Chairman of the meeting and such a substitute member shall have all the rights of a member in respect of that meeting and any decision taken at meeting shall be binding on the said body.

5. **Resignation :** (1) Member of the Board, not being an ex-officio member, may resign his office by a letter in writing addressed to the government of Arunachal Pradesh.

(2) The office of such a member shall fall vacant from the date on which his resignation is accepted by the government of Arunachal Pradesh or on the expiry of thirty days from the date of receipt of the letter of resignation by that government whichever is earlier.

6. **Cessation of membership :** If any member of the Board, not being an ex-officio member, fails to attend three consecutive meetings of the Board, without obtaining the leave of the Chairman for such absence, he shall cease to be a member of the Board :

Provided that the government of Arunachal Pradesh may, if it is satisfied that such member was prevented by sufficient cause from attending three consecutive meetings of the Board, direct that such cessation shall not take place and on such direction being made, such member shall continue to be a member of the Board.

7. **Disqualification for membership :** A person shall be disqualified for re-appointment, and for being a member of the Board, — (i) if he is of unsound mind and stands so declared by a competent court, or

(ii) if he is an undischarged insolvent ; or

(iii) if he has been or is convicted of an offence which in the opinion of the Government of Arunachal Pradesh involves moral turpitude.

(2) If a question arises as to whether a disqualification has been incurred under sub-rule (1) the Government of Arunachal Pradesh shall decide the same.

8. **Removal from membership :** The Government of Arunachal Pradesh may remove from office any member of the Board, if in its opinion such a member has ceased to represent the interest which he purports to represent on the Board :—

Provided that no such member shall be removed unless a reasonable opportunity is given to him of making any representation against the proposed action.

9. **Vacancy :** When a vacancy occurs or is likely to occur in the membership of the Board the Chairman shall submit a report to the Government of Arunachal Pradesh and on receipt of such report the Government of Arunachal Pradesh shall take steps to fill the vacancy by making an appointment from amongst the category of persons to which the person vacating membership belonged and the person so appointed shall hold office for the remainder of the term of office of the member in whose place he is appointed.

10. **Staff :** (1) (i) The Government of Arunachal Pradesh may appoint one of the officials as Secretary to the Board appoint such other staff as it may think necessary to enable the Board to carry out its functions.

(ii) The salaries and allowances payable to the staff and the other conditions of service of such staff shall be such as may be decided by the Government of Arunachal Pradesh.

(2) The Secretary :

- (i) shall assist the Chairman in convening meetings of the Board ;
- (ii) may attend the meetings but shall not be entitled to vote at such meetings ;
- (iii) shall keep a record of the minutes of such meetings ; and
- (iv) shall take necessary measures to carry out the decisions taken at the meetings of the Board.

11. **Allowances of members :** (1) The travelling allowance of an official member shall be governed by the rules applicable to him for journey performed by him on official duties and shall be paid by authority paying his salary.

(2) The non-official members of the Board shall be paid travelling allowance for attending the meeting of the Board at such rates are admissible to Group-A Officers of the Government of Arunachal Pradesh and daily allowances shall be calculated at the maximum rate admissible to Group-A Officers of the Government of Arunachal Pradesh in their respective places.

12. **Disposal of business :** Every question which the Board is required to take into consideration shall be considered at a meeting, or, if the Chairman so directs by sending the necessary papers to every member for opinion, and the question shall be disposed of in accordance with the decision of the majority.

Provided that in the case of equality votes, the Chairman shall have a seconds or a casting vote.

Explanation : "Chairman" for the purpose of this rule shall include the Chairman nominated under rule 13 to preside over a meeting.

13. **Meetings :** (1) The Board shall meet at such places and times as may be specified by the Chairman.

(2) The Chairman shall presides over every meeting of the Board at which he is present and in his absence nominate a member of the Board to preside over such meeting.

14. **Notice of meeting and list of business :—** (1) Ordinarily seven days' notice shall be given to the members of a proposed meeting.

(2) No business which is not on the list of business for a meeting shall be considered at the meeting without the permission of the Chairman.

15. **Quorum :** No business shall be transacted at any meeting unless at least five members are present :

Provided that if at any meeting less than five members are present, the Chairman may adjourn the meeting to another date informing members present and giving notice to the other members that the proposes to dispose of the business at the adjourned meeting whether there is prescribed quorum or not, and it shall there-upon be lawful for him to dispose of the business at the adjourned meeting irrespective of the number members attending.

16. **Committees of the Board :** (1) (i) The Board may constitute such committees and for such purpose or purposes as it may think fit.

(ii) While constituting the committee the Board may nominate one of its members to be the Chairman of the committee.

(2) (i) The committee shall meet as such times and places as the Chairman of the said committee may decide.

(ii) The provisions of rules 12, 13(2), 14 and 15 shall apply to the committee for transaction of business at its meetings as they apply to the Board, subject to the modification that the quorum specified in rule 15 shall be "one-third of the members" instead of "five members".

(3) The provisions of rule 11 shall apply to the members of the committee for attending the the meetings of the Committee as they apply to the members of the Board.

CHAPTER—III

Regulation and Licencing.

17. **Manner of making application for registration of establishment :**

(1) The application referred to in sub-section (1) of Section 7 shall be made in triplicate, in form I to the Registering Officer of the area in which the establishment sought to be registered is located.

(2) The application referred to in sub-rule (1) shall be accompanied by a Treasury Challan showing payment of the fees for the registration of the establishment.

(3) Every application referred to in sub-rule (1) shall be either personally delivered to the registering officer or sent to him by registered post.

(4) On receipt of the application referred to in sub-rule (1) the registering Officer shall, after noting thereon the date of receipt by him of the application, grant an acknowledgement to the applicant.

18. Grant of certificate of registration: (1) The certificate of registration granted under sub-section (2) of Section 7 shall be in Form II.

(2) Every certificate of registration granted under sub-section (2) of Section 7 shall contain the following particulars, namely:

- (a) the name and address of the establishment;
- (b) the maximum number of workmen to be employed as contract labour in the establishment;
- (c) the type of business, trade, industry, manufacture or occupation which is carried on in the establishment;
- (d) such other particulars as may be relevant to the employment contract labour in the establishment.

(3) the registering officer shall maintain a register in Form III showing the particulars of establishments in relation to which certificates of registration have been issued by him.

(4) If, in relation to an establishment, there is any change in the particulars specified in the certificate of registration, the principal employer of the establishment shall intimate to the registering officer, within thirty days from the date when such change takes place, the particulars of, and the reasons for, such change.

19. Circumstances in which application for registration may be rejected: (1) If any application for registration is not complete in all respects the registering officer shall require the principal employer to amend the application so as to make it complete in all respects.

(2) If the principal employer, on being required by the registering officer to amend his application for registration, omits or fails to do so, the registering officer shall reject the application for registration.

20. Amendment of certificate of registration: (1) Where, on receipt of the intimation under sub-rule (4) of rule 18, the registering officer is satisfied that an amount higher than the amount which has been paid by the principal employer as fees for the registration of the establishment is payable, he shall require such principal employer to pay a sum which, together with the amount already paid by such principal employer, would be equal to such higher amount of fees payable for the registration of the establishment and to produce the Treasury Challan showing such deposit.

(2) Where, on receipt of the intimation referred to in sub-rule (4) of rule 18, registering officer is satisfied that there has occurred a change in the particulars of the establishment, as entered in the register in Form III, he shall amend the said register and record therein the change which has occurred:

Provided that no such amendment shall affect anything done or any action taken or any right, obligation or liability acquired or incurred before such amendment.

Provided further that the registering officer shall not carry out any amendment in the register in Form III unless the appropriate fees have been deposited by the principal employer.

21. Application for a licence: (1) Every application by a contractor for the grant of a licence shall be made in triplicate, in Form IV, to the licencing officer of the area in which the establishment in relation to which he is the contractor, is located.

(2) Every application for the grant of a licence shall be accompanied by a certificate by the principal employer in form V to the effect that the application has been employed by him as a contractor in relation to this establishment and that

he undertakes to be bound by all the provisions of the Act and the rules made thereunder in so far as the provisions are applicable to him as principal employer in respect of the employment of contract labour by the applicant.

(3) Every such application shall be either personally delivered to the licensing officer or sent to him by registered post.

(4) On receipt of the application referred to in sub-rule (1), the licensing officer shall, after noting thereon the date of receipt of the application, grant an acknowledgement to the applicant.

(5) Every application referred to in sub-rule (1) shall also be accompanied by a Treasury Challan, showing:--

- (i) the deposit of the security at the rates specified in rule 24, and
- (ii) the payment of the fees at the rates specified in rule 26.

22. **Matters to be taken into account in granting or refusing a licence:** In granting or refusing to grant a licence, the licensing officer shall take the following matters into account namely:

- (a) whether the applicant,—
 - (i) is a minor; or
 - (ii) is of unsound mind and stands so declared by a competent court; or
 - (iii) is an undischarged insolvent, or
 - (iv) has been convicted (at any time during a period of five years immediately preceding the date of application) of an offence which in the opinion of the Central Government involves moral turpitude;
- (b) Whether there is an order of the Central or the Government of Arunachal Pradesh or an award or settlement for the abolition of contract labour in respect of the particular type of work in the establishment for which the applicant is a contractor;
- (c) whether any order has been made in respect of the applicant under subsection (1) of section 14 and if so, whether a period of three years has elapsed from the date of that order;
- (d) whether the fees for the application have been deposited at the rates specified in rule 26; and
- (e) whether security has been deposited by the applicant at the rates specified in rule 24.

23. **Refusal to grant licence:** (1) On receipt of the application from the contractor, and as soon as possible thereafter, the licensing officer shall investigate or cause investigation to be made to satisfy himself about the correctness of the facts and particulars furnished in such application and the eligibility to the applicant for a licence.

(2) (i) Where the licensing officer is of opinion that the licence should not be granted, he shall, after affording reasonable opportunity to the applicant to be heard, make an order rejecting the application.

(ii) The order shall record the reasons for the refusal and shall be communicated to the applicant.

24. **Security:** (1) Before a licence is issued, an amount calculated at the rate of Rs. 150 for each of the workmen to be employed as contract labour, in respect of which the application for licence has been made, shall be deposited by the contractor for due performance of the condition of the licence and compliance with the provisions of the Act or the rules made thereunder:

Provided that where the contractor is a co-operative society, the amount deposited as security shall be at the rate of Rs. 25 for each workman to be employed as contract labour.

(2) Where the applicant for licence was holding a licence in regard to another work and that licences had expired, the licensing officer, if he is of the view that any amount out of the security deposited in respect of that licence is to be refunded to the applicant under rule 31, may, on an application made for that purpose in Form VI by the applicant adjust the amount so to be refunded towards the security required to be deposited in respect of the application for the application for the new licence and the applicant need deposit, in such a case, only the balance amount, if any after making such a adjustment.

25. Forms and terms and conditions of licence: (1) Every licence granted under sub-section (1) of Section 12 shall be in Form VII.

(2) Every licence granted under sub-rule (1) or renewed under rule 29 shall be subject to the following conditions, namely:

(i) the licence shall be non-transferable;

(ii) the number of workmen employed as contract labour in the establishment shall not, on any day, exceed the maximum number specified in the licence;

(iii) save as provided in these rules, the fees paid for the grant, or as the case may be, for renewal the licence shall be non-refundable;

(iv) the rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 (XI of 1948), for such employment where applicable, and where the rates have been fixed by agreement, settlement or a award not less than the rates so fixed;

(v) (a) in cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work:

Provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Labour Commissioner or Deputy Labour Commissioner, Government of Arunachal Pradesh.

(b) In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by Labour Commissioner, Arunachal Pradesh.

Explanation: While determining the wage rates, holidays, hours of work and other conditions of service under Cl: (b) above, the Labour Commissioner shall have due regard to the wage rates, holidays, hours of work and other conditions of service obtaining in similar employments.

(vi) (a) in every establishment where twenty or more women are ordinarily employed as contract labour, there shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years;

(b) one of such rooms shall be used as a play-room for the children and the other as bed room for the children;

(c) the contractor shall supply adequate numbers of toys and games in the play room and sufficient number of cots and beddings in the sleeping rooms;

(d) the standard of construction and maintenance of the creches shall be such as may be specified in this behalf by the Labour Commissioner.

(vii) the licence shall notify any change in the number of workmen or the conditions of work to the licensing officer.

(viii) the licence shall, within fifteen days of the commencement and commencement and completion of each contract work submit a return to the Inspector, appointment under Section 28 of the Act, intimating the actual date of the commencement or, as the case may be, completion of such contract work in Form VIII.

(ix) a copy of the licence shall be displayed permanently at the premises where the contract work is being carried on;

(x) no female contract labour shall be employed by any contractor before 6.00 a.m. or after 7.00 p.m.

Provided that this clause shall not apply to the employment of women in pithead baths, creches and canteens and as to midwives and nurse in hospitals and dispensaries.

26. Fees: The fees to be paid for the grant for a certificate of registration under Section 7 shall be as specified below, namely;

If the number of workmen proposed to be employed on contract on any day—		Rs.
(a) is 20	100.00
(b) exceeds 20 but does not exceed 50	250.00
(c) exceeds 50 but does not exceed 100	500.00
(d) exceeds 100 but does not exceed 200	...	1000.00
(e) exceeds 200 but does not exceed 400	...	2000.00
(f) exceeds 400	...	2500.00

(2) The fees to be paid for the grant of licence under Section 12 shall be as specified below:—

If the number of workman employed by the contractor on any day—		Rs.
(a) is 20		30.00
(b) exceeds 20 but does not exceed 50	...	75.00
(c) exceeds 50 but does not exceed 100	...	150.00
(d) exceeds 100 but does not exceed 200	...	300.00
(e) exceeds 200 but does not exceed 400	...	600.00
(f) exceeds 400	...	750.00

27. Validity of the licence: Every licence granted under rule 25 or renewed under rule 29 shall remain in force for twelve months from the date it is granted or renewed.

28. Amendment of the licence: (1) A licence issued under rule 25 or renewed under rule 29 may, on good and sufficient reasons, be amended by the licensing officer.

(2) The contractor who desires to have the licence amended shall submit to the licensing officer an application stating the nature of the amendment and reason therefor.

(3) (i) If the licensing officer allows the application he shall require the applicant to furnish a Treasury Challan for the amount, if any by which the fees that would have been payable if the licence had been originally issued in the amended form exceeds the fees originally paid for the licence.

(ii) On the applicant furnishing the requisite the Treasury Challan the licence shall record the reasons for such refusal and communicate the same to the applicant.

(4) Where the application for amendment is refused, the licensing officer shall record the reasons for such refusal and communicate the same to the applicant.

29. Renewal of licence: (1) Every contractor shall apply to the licensing officer for renewal of the licence.

(2) Every such application shall be in Form IX in triplicate and shall be made not less than thirty days before the date on which the licence expires, and if the application is so made, the licence shall be deemed to have been renewed until such date when the renewed licence is issued.

(3) The fees chargeable for renewal of the licence shall be the same as for the grant thereof:

Provided that if the application for renewal is not received within the time specified in sub-rule (2), a fee of 25 percent, in excess of the fee ordinarily payable for the licences shall be payable for such renewal;

Provided further that in case where the licensing officer is satisfied that the delay in submission of the application is due to unavoidable circumstances beyond the control of the contractor, he reduce or remit as he thinks fit the payment of such excess fee.

20. Issue of duplicate certificate of registration or licence:— Where a certificate or registration or a licence granted or renewed under the preceding rules has been lost, defaced or accidentally destroyed, a duplicate may be granted on payment of fees or rupees twenty five.

31. Refund of security:— (1) (i) On expiry of the period of licence the contractor may, if he does not intend to have his licence renewed, make an application to the licensing officer for the refund of the security deposited by him under rule 24.

(ii) If the Licensing Officer is satisfied that there is no breach of the condition of licence or there is no order under Section 14 for the forfeiture of security or any portion thereof, he shall direct the refund of the security to the applicant.

(2) If there is any order directing the forfeiture of any portion of the security, the amount to be forfeited shall be deducted from the security deposit and balance, if any, refunded to the applicant.

(3) Any application for refund shall, as far as possible, be disposed of within sixty days of the receipt of the application.

32. Grant of temporary certificate of registration and licence :

(1) Where conditions arise in an establishment requiring the employment of contract labour immediately and such employment is estimated to last for not more than fifteen days, the principal employer of the establish or the contractor, as the case may be, may apply for a temporary certificate or registration or licence to the Registering Officer or the Licensing Officer, as the case may be, having jurisdiction over the area in which the establishment is situated.

(2) The application for such temporary certificate of registration or licence shall be made in triplicate in Forms X and XI respectively and shall be accompanied by a Treasury Challan showing the payment of appropriate fees and in the case of licence the appropriate amount of security also.

(3) On receipt of the application, complete in all respects, and on being satisfied either on affidavit by the applicant or otherwise that the work in respect of which the application has been made would be finished in a period of fifteen days and was of a nature which could not but be carried out immediately the Registering Officer or the Licensing Officer, as the case may be, shall forthwith grant a certificate of registration in Form XII of a licence in Form XIII as the case may be.

(4) Where a certificate of registration or licence is not granted the reasons therefore shall be recorded by the Registering Officer or the Licensing Officer, as the case may be.

(5) On the expiry of the validity of the registration certificate the establishment shall cease to employ in the establishment contract labour in respect of which the certificate was given.

(6) The fees to be paid for the grant of the certificate of registration under sub-rule (3), shall be as specified below :

If the number of workmen proposed to be employed on contract on any day—

	Rs.
(a) exceeds 20 but does not exceed 50	... 50.00
(b) exceeds 50 but does not exceed 200	... 100.00
(c) exceeds 200	... 150.00

(7) The fees to be paid for the grant of a licence under sub-rule (3), shall be as specified below :

If the number of workmen to be employed by the contractor on any day—

	Rs.
(a) exceeds 20 but does not exceed 50	... 25.00
(b) exceeds 50 but does not exceed 200	... 100.00
(c) exceeds 200	... 150.00

(8) The provisions of rule 23 and 24 shall apply to the refusal to grant licence or to grant licence under sub-rule (4) and sub-rule (3), respectively.

CHAPTER IV

Appeals and Procedure

33. (1) (i) Every appeal under sub-section (1) of Section 15 shall be preferred in the form of a memorandum signed by the applicant or his authorized agent and presented to the Appellate Officer in person or sent to him by registered post.

(ii) The memorandum shall be accompanied by a certified copy of the order appealed from and a Treasury Chalan for Rs. 50

(2) The memorandum shall set forth concisely and under distinct heads the grounds of appeal to the order appealed from.

34. (1) Where the memorandum of appeal does not comply with the provisions of sub-rule (2) of rule 33 it may be rejected or returned to appellant for the purpose of being amended within a time to be fixed by the Appellate Officer.

(2) Where the Appellate Officer rejects the memorandum under sub-rule (1) he shall record the reason for such rejection, and communicate the order to the appellant.

(3) Where the memorandum of appeal is in order the Appellate Officer shall admit the appeal endorse thereon the date of presentation and shall register the appeal in a book to be kept for the purpose called the Registrar Appeals.

(4) (i) When the appeal has been admitted, the Appellate Officer shall send the notice of the appeal to the Registering Officer or the Licencing Officer, as the case may be, from whose order the appeal has been preferred and the Registering Officer or the Licencing Officer shall send the record of the case to the Appellate Officer.

(ii) On receipt of the record, the Appellate Officer shall send a notice to the appellant to appear before him at such date and time as may be specified in the notice for the hearing of the appeal.

35. If on the date fixed for hearing, the appellant does not appear, the Appellate Officer may dismiss the appeal for default of appearance of the appellant.

36. (i) Where an appeal has been dismissed under rule 35 the appellant may apply to the Appellate Officer for the re-admission of the appeal, and where it is proved that he was prevented by any sufficient cause from appearing when the appeal was called on for hearing, the Appellate Officer shall restore the appeal on its original number.

(ii) Such an application shall, unless the Appellate Officer extends the time for sufficient reason, be made within thirty days of the date of dismissal.

37. (1) If the appellant is present when the appeal is called on for the hearing, the Appellate Officer shall proceed to hear the appellant or his authorised agent and any other person summoned by him for this purpose, and pronounce judgement on the appeal, either confirming, reversing or varying the order appealed from.

(2) The judgement of the Appellate Officer shall state the points for determination the decisions thereon and the reasons for the decisions.

(3) The order shall be communicated to the appellant and copy thereof shall be sent to the Registering Officer or the Licencing Officer from whose order the appeal has been preferred.

38. **Payment of fees and security deposit :** (1) The payment of various fee relating to registration, licensing and security deposits shall be made through treasury challan under appropriate head of account.

(2) The head of account under which the receipts relating to the fees for registration, licencing and appeals etc., shall be "B-Non-Tax Revenue 0230-Labour and Employment. Receipt under Labour Laws-Fees under the Arunachal Pradesh Contract Labour (Regulation and Abolition) Rule, 1995. The security deposit are to be made under the head of account "Deposits Advances (b)-Deposits non-bearing interest-844-Civil Deposits".

39. **Copies :** Copy of the order of the Registering Officer, Licencing Officer or the Appellate Officer may be obtained on payment of fees of rupees ten for each order an application specifying the date and other particulars of the order, made to officer concerned.

CHAPTER : V

Welfare and Health of Contract Labour

40. (1) The facilities required to be provided under Sections 18 and 19 of the Act, namely sufficient supply of wholesome drinking water, a sufficient number of latrines and urinals, washing facilities and first-aid-facilities, shall be provided by contractor in the cases of the existing establishment within seven days of the commencements of these rules and in the case of new establishments within seven days of the commencement of the employment of contract labour therein.

(2) If any of the facility mentioned in sub-rule (1) is not provided by the contractor within the period prescribed the same shall be provided by the principal employer within seven days of the expiry of the period laid down in the said sub-rule.

41. **Rest-room** : (1) In every place wherein contract labour is required to halt at night in connection with the working of the establishment to which the Act applies and in which employment of contract labour is likely to continue for three months or more the contractor shall provide and maintain rest-rooms or other suitable alternative accommodation within fifteen days of the coming into force of the rules in the case of existing establishments and within fifteen days of the commencement of the employment of contract labour in new establishments.

(2) If the amenity referred to in sub-rule (1) is not provided by the contractor within the period prescribed, the principal employer shall provide the same within a period of fifteen days of the expiry of the period laid down in the said sub-rule.

(3) Separate rooms shall be provided for women employees.

(4) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

(5) The rest room or rooms or other suitable alternative accommodation shall be of such dimensions so as to provide atleast a floor area of 1.1 sq. metre for each person making use of the rest room.

(6) The rest-room or rooms or other suitable alternative accommodation shall be so constructed as to afford adequate protection against heat, wind, rain and shall have smooth, hard and impervious floor surface.

(7) The rest-room or other suitable alternative accommodation shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

42. **Canteens** : (1) In every establishment to which the Act applies and wherein work regarding the employment of contract labour is likely to continue for six months and wherein contract labour numbering one hundred or more are ordinarily employed an adequate canteen shall be provided by the contractor for the use of such contract labour within sixty days of the date of coming into force of the rules in the case of the existing establishments and within sixty days of the commencement of the employment of contract labour in the case of new establishments.

If the contractor fails to provide the canteen within the time laid down the same shall be provided by the principal employer within sixty days of the expiry of the time allowed to the contractor.

(3) The canteen shall be maintained by the contractor or principal employer, as the case may be, in an efficient manner.

43. (1) The canteen shall consist of at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.

(2) (i) The canteen shall be sufficiently lighted at all times when any person has access to it.

(ii) The floor shall be made of smooth and impervious material and inside walls shall be lime-washed or colour-washed at least once in each year;

Provided that the inside walls of the kitchen shall be lime-washed every four months.

(3) (i) The precincts of the canteen shall be maintained in a clean and sanitary condition.

(ii) Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance.

(iii) Suitable arrangements shall be made for the collection and disposal of garbage.

44. (1) The dining-hall shall accommodate at a time at least 30 per cent of the contract labour working at a time.

(2) The floor area of the dining-hall, excluding the area occupied by the service counter and any furniture except tables and chairs shall be not less than

one square metre per diner to be accommodated as prescribed in sub-rule (1).

(3) (i) A portion of the dining-hall and service counter shall be partitioned off and reserved for women workers, in proportion to their number.

(ii) Washing places for women shall be separate and screened to secure privacy.

(4) Sufficient tables, stools, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1)

45. (1) (i) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteens.

(ii) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition.

(2) (i) Suitable clean clothes for the employees' service in the canteen shall also be provided and maintained.

(ii) A service counter, if provided, shall have top of smooth and impervious material.

(iii) Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

46. The foodstuffs and other items to be served in the canteen shall be in conformity with the normal habits of the contract labour.

47. The charges for foodstuffs, beverages and any other items served in the canteen shall be based on "no-profit", "no-lose" and shall be conspicuously display in the canteen.

48. In arriving at the prices of foodstuffs and other articles served in the canteen the following items shall not be taken into consideration as expenditure, namely;

(a) The rent for the land and buildings;

(b) The depreciation and maintenance charges for the building and equipment provided for in the canteen;

(c) The cost of purchase, repairs and replacement of equipment including furnitures, crockery, cutlery and utensils;

(d) The water charges and other charges incurred for lighting and ventilation;

(e) The interest on the amounts spent on the provision and maintenance of furniture and equipment provided for in the canteen.

49. The books of accounts and registers and other documents used in connection with the running of the canteen shall be produced on demand to an inspector.

50. The accounts pertaining to the canteen shall be audited once every twelve months by registered accountants and auditors :

Provided that the Labour Commissioner may approve of any other person to audit the accounts, if he is satisfied that it is not feasible to appoint a registered accountant and auditor in view of the site or the location of the canteen.

51. **Latrines and urinals** :— Latrines shall be provided in every establishment coming within the scope of the Act on the following scale, nemely :

(a) Where females are employed, there shall be at least one latrine for every 25 females :

(b) where males are employed, there shall be at least one latrine for every 25 males :

Provided that where the number of males or females exceeds 100, it shall be sufficient if there is one latrine for every 25 males, or females, as the case may be, up to the first 100, and one for every 50 there after.

52. Every latrine shall under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings,

53. (1) Where workers of both sexes are employed there shall be displayed outside each block of latrine and urinal a notice in the language understood by the majority of the workers "For Men Only" or "For Women Only" as the case may be.

(2) The notice shall also bear the figure of a man or of a women, as the case may be.

54. There shall be at least one urinal for male workers up to 50 and one for female workers up to 50 employed at a time :

Provided that where the number of male or female workmen, as the case may be, exceeds 500 it shall be sufficient if there is one urinal for every 50 males or females up to the first 500 and one for every 100 or part thereof there after.

55. (1) The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment.

(2) (i) The latrines and urinals shall be adequately lighted and shall be maintained in a clean and sanitary condition at all times.

(ii) Latrines and urinals other than those connected with a flush sewage system shall comply with the requirement of the public health authorities.

56. Water shall be provided by the means of tap or otherwise so as to be conveniently accessible in or near the latrine and urinals.

57. Washing facilities :— (1) In every establishment coming within the scope of the Act adequate and suitable facilities for washing shall be provided and maintained for the use of contract labour employed therein.

(2) Separate and adequate screening facilities shall be provided for the use of male and female workers.

(3) Such facilities shall be conveniently accessible and shall be kept in clean and hygienic condition.

58. First-aid facilities :— In every establishment coming within the scope of the Act there shall be provided and maintained, so as to be readily accessible during all working hours first-aid boxes at the rate of not less than one box for 150 contract labour or part thereof ordinarily employed.

59. (1) The first-aid box shall be distinctly marked with a red cross on a white ground and shall contain the following equipment, namely :

A. For establishment in which the number of contract labour employed does not exceed fifty —

Each first-aid box shall contain the following equipments :

- (i) 6 small sterilized dressings.
- (ii) 3 medium size sterilized dressings.
- (iii) 3 large size sterilized dressings.
- (iv) 3 large sterilized burn dressings.
- (v) 1 (30ml) bottle containing a two percent alcoholic solution of iodine.
- (vi) 1 (30ml) bottle containing sal volatile having the dose and mode of administration indicated on the label.
- (vii) 1 snake-bite lancet.
- (viii) 1 (30 gms) bottle of potassium permanganate crystals.
- (ix) 1 pair scissors.
- (x) 1 copy of the first-aid leaflet issued by the Director General' Factory Advice Service and Labour Institutes, Government of India.
- (xi) A bottle containing 100 tablets (each of 5 grains) of aspirin.
- (xii) Ointment for burns.
- (xiii) A bottle of suitable surgical anti-septic solution.

B. For establishments in which the number of contract labour exceed fifty

Each first-aid box shall contain the following equipments :

- (i) 12 small sterilized dressing.
- (ii) 6 medum size sterilized dressings.

- (iii) 6 large size sterilized dressings.
- (iv) 6 large size sterilized burn dressings.
- (v) 6 (15 gms) packets sterilized cotton wool.
- (vi) 1 (60 ml) bottle containing a two percent alcoholic solution of iodine.
- (vii) 1 (60 ml) bottle containing sal colatile having the dose and mode administration indicated on the label.
- (viii) 1 roll of adhesive plaster.
- (ix) A snake-bite lancet.
- (x) 1 (30 gms) bottle of potassium permanganate crystals.
- (xi) 1 pair scissors.
- (xii) 1 copy of the first-aid leaflet issued by the Director General, Factory Advice Service and Labour Institutes, Government of India.
- (xiii) A bottle containing 100 tablets (each of 5 grains) of aspirin.
- (xiv) Ointment for burns.
- (xv) A bottle of a suitable surgical anti-septic solution.

(2) Adequate arrangement shall be made for immediate recoupment of the equipment when necessary.

60. Nothing except the prescribed contents shall be kept in the first-aid box.

61. The first-aid box shall be kept in charge of a responsible person who shall always be readily available during the working hours of the establishment.

62. A person in charge of the first-aid box shall be a person trained in first-aid box treatment, in establishments where the number of contract labour employed is 150 or more.

63. The contractor shall fix wage periods in respect of which wages shall be payable.

64. No wage period shall exceed one month.

65. The wages of every person employed as contract labour in an establishment or by a contractor where less than one thousand such persons are employed shall be paid before the expiry of the seventh day; in other case before the expiry of tenth day after the last day of the wage period in respect of which the wages are payable.

66. where the employment of any worker is terminated by or on behalf of the contractor the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment is terminated.

67. All payments of wages shall be made on a working day at the work premises and during the working time and on a date notified in advance and in case the work is completed before the expiry of the wage period, final payment shall be made within forty-eight hours of the last working days.

68. Wages due to every worker shall be paid to him direct or to other person authorised by him in this behalf.

69. All wages shall be paid in current coin or currency or in both.

70. Wages shall be paid without any deductions of any kind except those specified by the Government of Arunachal Pradesh by general or special order in this behalf or permissible under the payment of wages Act, 1936 (IV of 1936).

71. A notice showing the wage period and the place and time of disbursement of wage shall be displayed at the place of work and copy sent by the contractor to the principal employer under acknowledgement.

72. The principal employer shall ensure the presence of his authorized representative at the place and time of disbursement of wages by the contractor to workmen and it shall be the duty of the contractor to ensure the disbursement of wages in the presence of such authorized representative.

73. The authorized representative of the principal employer shall record under his signature a certificate at the end of the entries in the register of wages or the register of Wages-cum-Muster Roll as the case may be, in the following form :

" Certified that the amount shown in column No has been paid to the workmen concerned in my presence on at

CHAPTER VII

Registers and Records and Collection of Statistics.

74. **Register of contractors:** Every principal employer shall maintain in respect of each registered establishment a register of contractors in Form XIV.

75. **Register of persons employed:** Every contractor shall maintain in respect of such registered establishment where he employs contract labour a register in Form XV.

76. **Employment card:** (i) Every contractor shall issue an employment card in Form XVI to each worker within three days of the employment of the worker.

(ii) The card shall be maintained up to date and any change in the particulars shall be entered therein.

77. **Service certificate:** On termination of employment for any reason whatsoever the contractor shall issue to the workman whose services have been terminated a Service Certificate in Form XVII.

78. **Muster Roll, wages registers, deduction register and overtime register:** (1) (a) Every contractor shall in respect of each work on which he engages contract labour,-

(i) maintain a muster roll and a register of wages in Form XVIII and Form XIX, respectively;

Provided that a combined Register of wage-cum-muster Roll in Form XX shall be maintained by the contractor where the wage period is a fortnight or less;

(ii) maintain a Register of deductions for damage or loss, Register of fines and Register of Advances in Form XXI Form XXII and Form XXIII respectively;

(iii) maintain a Register of Overtime in Form XXIV recording therein the number of hours of and wages, paid for, overtime work, if any.

(b) Every contractor shall, where the wage period is one week or more issue wage slips in Form XXV, to the workmen at least a day prior to the disbursement of wages.

(c) Every contractor shall obtain the signature or thumb-impression of the worker concerned against the entries relating to him on the Register of Wages or Muster Roll-cum-Wages Register, as the case may be, and the entries shall be authenticated by the initials of the contractor or his authorized representative and shall also be duly certified by the authorized representative of the principal employer in the manner provided in rule 73.

(d) In respect of establishments which are governed by the Payment of Wages Act, 1936 (4 of 1936), and the rules made thereunder, or Minimum Wages Act, 1948 (11 of 1948) or the rules made thereunder, the following registers and records required thereunder shall be deemed to be register and records to be maintained by the contractor shall these rules, namely;

- (a) Muster roll;
- (b) register of wages;
- (c) register of deductions;
- (d) register of overtime;
- (e) register of fines;
- (f) register of advances;
- (g) wage slip.

(2) Notwithstanding anything contained in these rules, where a combined or alternative form is sought to be used by the contractor to avoid duplication of work for compliance with the provisions of any other Act or the rules framed thereunder or any other laws or regulation where mechanized pay rolls are introduced for better administration, alternative suitable form or forms in lieu of any of the forms prescribed under these rules, may be used with the previous approval of the Labour Commissioner.

79. Every contractor shall display an abstract of the Act and rules in English and Hindi and in the language spoken by the majority of workers in such form as may be approved by the Labour Commissioner.

80. (1) All registers and other records require to be maintained under the Act and rules, shall be maintained complete and up to date, and unless otherwise provided for, shall be kept at an office or the nearest convenient building within the precincts of the work place or at a place within a radius of three kilometres.

(2) Such registers shall be maintained legibly in English and Hindi or in the language understood by the majority of the persons employed in the establishment.

(3) All the registers and other records shall be preserved in original for a period of three calendar years from the date of last entry therein.

(4) All the registers, records and notice maintained under the Act or rules shall be produced on demand before the Inspector or any other authority under the Act or any person authorized in that behalf by the Government of Arunachal Pradesh.

(5) Where no deduction or fine has been imposed or no overtime has been worked during any wage period, a "nil" entry shall be made across the body of the register at the end of the wage period indicating also in precise terms the wage period to which the "nil" entry relates in the respective registers maintained in Forms XXI, XXII and XXIV respectively.

81. (1) (i) Notices showing the rates of wages, hours of work, wage periods, dates of payment of wages, name and address of the inspectors having jurisdiction, and date of payment of unpaid wages, shall be displayed in English and in Hindi and in the local language understood by the majority of the workers in conspicuous places at the establishment and the work-site by the principal employer or the contractor, as the case may be.

(ii) The notice shall be correctly maintained in a clean and legible condition.

(2) A copy of the notice shall be sent to the Inspector and whenever any changes occur the same shall be communicated to him forthwith.

(3) Every principal employer shall, within fifteen days of the commencement or completion of each contract work under each contractor, submit a return to the Inspector, appointed under Section 28 of the Act intimating the actual dates of the commencement or, as the case may be, completion of such contract work in Form XXVI.

82. (1) Every contractor shall send half-yearly return in Form XXVII (in duplicate) so as to reach the licensing officer concerned not later than thirty days from the close of the half year.

Note :— Half year for the purpose of this rule means "a period of six months commencing from 1st January and 1st July of every year".

(2) Every principal employer of a registered establishment shall send annually a return in Form XXVIII (in duplicate) so as to reach the registering officer concerned not later than the 15th February following the end of the year to which it relates.

83. (1) The Board, Committee, the Labour Commissioner or the Inspector or any other authority under the Act shall have powers to call for any information or statistics in relation to contract labour from any contractor or principal employer at any time by an order in writing.

(2) Any person called upon to furnish the information under sub-rule (1) shall be legally bound to do so.

() The returns to be submitted under this rule by contractor/principal employer shall be correct, complete and up to date in all respects.

FORM -- I

(See rule 17(1))

Application for Registration of Establishment Employing Contract Labour.

1. Name and location of the establishment :--
2. Postal address of the establishment :--
3. Full name and address of the principal employer (furnish father's name in the case of individuals). :--
4. Full name and addresses of the manager or person responsible for the supervision and control of the establishment. :--
5. Nature of work carried on in the establishment. :--
6. Particular of contractors and contract labour. :--
 - (a) Name and address of contractors :--
 - (b) Nature of work in which contract labour is employed or is to be employed. :--
 - (c) Maximum number of contract labour to be employed on any day through each contractor :--
 - (d) Estimated date of commencement of each contract work under each contractor :--
 - (e) Estimated date of termination of employment of contract labour under each contractor :--
7. Particular of Treasury Challan enclosed (Name of the Treasury amount challan No. and date). :--

I hereby declare that the particulars given above are true to the best of my knowledge and belief.

Principal Employer,
Seal and Stamp.

Office of the Registering Officer.

Date of receipt of application.

FORM II

(See Rule 18 (1))

Certificate of Registration.

No.... Date

Government of Arunachal Pradesh
Office of the Registering Officer

A certificate of registration containing the following particulars is hereby granted under sub-section (2) of Section 7 of the Contract Labour (Regulation and Abolition) Act, 1970 and the rules made thereunder to

- 1. Nature of work carried on in the establishment. :-
- 2. Names and addresses of contractors :-
- 3. Nature of work in which contract labour is employed or is to be employed. :-
- 4. Maximum number of contract labour to be employed on any day through each contractor. :-
- 5. Other particulars relevant to the employment of contract labour :-

Signature of Registering Officer with Seal.

FORM III

[See Rule 18 (3)]

Register of Registration

Sl. No.	Registration No. and date	Name and address of the establishment registered	Name of the principal employer and his address	Type of business, trade, industry, manufacture of occupation, which is carried on in the establishment	Total No. of workmen directly employed.
1	2	3	4	5	6

Particulars of Contractor and contract labour.

Name and address of contractor	Nature of work in which contract labour is employed or is to be employed	Maximum No. of contract labour to be employed on any day	Probable duration of employment of contract labour	Remarks.
7	8	9	10	11

FORM IV
(See rule 21 (1))
Application for Licence.

1. Name and address of the contractor :—
(including his father's name in case of individuals)
2. Date of birth and age (in case of individuals) :—
3. Particulars of establishment where contract labour is to be employed :—
 - (a) Name and address of the establishment :—
 - (b) Type of business, trade, industry, manufacture or occupation which is carried on in the establishment. :—
 - (c) Number and date of certificate of registration of the establishment under the Act. :—
 - (d) Name and address of the principal employer. :—
4. Particulars of contract labour :—
 - (a) Nature of work in which contract labour is employed or is to be employed in the establishment. :—
 - (b) Duration of the proposed contract work (give particulars of proposed date of commencing and ending). :—
 - (c) Name and address of the agent or manager or contract at the work site. :—
 - (d) Maximum number of contract labour proposed to be employed in the establishment on any date. :—
5. Whether the contractor was convicted of any offence within the preceding five years. If so, give details. :—
6. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order. :—
7. Whether the contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, establishment and nature of work. :—
8. Whether a certificate by the principal employer in form V is enclosed. :—
9. Amount of Licence-fee. Treasury Challan No. and Date. :—

10. The amount of security deposit :—
Treasury Challan No. and Date.

"The amount of security or balance, if any, after adjustment of amount to be refunded under rule 30, if any, deposited with treasury receipt number and date".

Declaration :— I hereby declare that the details given above are correct to the best of my knowledge and belief.

Place :—

Date :—

Signature of the applicant
(Contractor)

Note :— The application shall be accompanied by Treasury Challan for the appropriate amount and a certificate in Form V from the principal employer-date of the receipt of the application with 'demand draft' and the challan for fees/security deposit.

(To be filled in the office of the Licensing Officer)

Date of receipt of the application with challan for fee of security deposit.

Signature of the Licensing Officer.

FORM V

(See Rule 21 (2))

Form of Certificate by Principal Employer.

Certified that I have engaged the applicant (name of the contractor) as a contractor in my establishment. I undertake to be bound by all the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, and the Arunachal Pradesh Contract Labour (Regulation and Abolition) Central Rules 1995, in so far as the provisions are applicable to me in respect of the employment of contract labour by the applicant in any establishment.

Signature of Principal Employer.

Place :—

Date :—

Name and address of establishment.

FORM VI

(See Rule 24 (2))

Application for adjustment of Security Deposit.

Name and address of the contractor	No. and date of licence	Date of expiry of previous licence	Whether the licence of the contractor was suspended or revoked.
1	2	3	4

No. and date of the treasury challan of security deposit in respect of the previous licence	Amount of previous security deposit	No. and date of treasury challan of the balance security deposit if any, required on the fresh contract	No. and date of certificate of registration of the establishment in relation to which the new licence is applied for.
5	6	7	8

Name and address of the principal employer	Particular of fresh contract	Remarks
--	------------------------------	---------

Place :—

Date :—

Signature of applicant.

FORM VII

(See rule 25(1))

Government of Arunachal Pradesh
Office of the Licensing Officer

Licence No..... Dated..... Fee paid Rs.

LICENCE

Licence is hereby granted to..... under Section 12 (1) of the Contract Labour (Regulation and Abolition) Act, 1970, subject to the conditions specified in Annexure.

(2) This licence is for doing the work of (nature of work to be indicated) in the establishment of (name of principal employer to be indicated) at— (place of work to be indicated)

(3) The licence shall remain in force till— (date to be indicated)

Date :-

Signature and Seal of the Licensing Officer.

RENEWAL

Date of renewal	Fees paid for renewal	Date of expiry
1.		
2.		
3.		

Date :-

Signature and Seal of the Licensing Officer.

ANNEXURE

The licence is subject to the following conditions :

1. The licence shall be non-transferable.
2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceed.....
3. Except as provided in the rules the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable.
4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the schedule of employment under the Minimum

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Wages Act, 1948, where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.

5. In case where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work, provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Labour Commissioner whose decision shall be final.

6. In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Labour Commissioner.

7. In every establishment where 20 or more women are ordinarily employed as contract labour there shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years. One of such rooms would be used as a play room for the children and the other as bed room for the children. For this purpose the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room. The standard of construction and maintenance of the creches may be such as may be specified in this behalf by the Labour Commissioner.

8. The licence shall notify any change in the number of workmen or the conditions of work to the licensing officer.

9. A copy of the licence shall be displayed prominently at the premises where the contract work is being carried on.

10. The licence shall, within fifteen days of the commencement and completion of each contract work submit a return to the inspector appointed under Section 28 of the Act intimating the actual date of the commencement or, as the case may be, completion of such contract work in Form VIII.

FORM VIII

(See Rule 25 (2) (viii))

Notice of Commencement/Completion of Contract Work.

I/We, Shri/Messers (name and address of the contractor) hereby intimating that the contract work (name of work) in the establishment of (name and address of Principal employer) for which Licence No..... dated has been issued to me/us by the Licensing Officer (name of the headquarter), has been commenced/completed with effect from (date)/on (date).

To

Signature of the Contractor (s)

The Inspector

.....
.....
.....

FORM IX
(See rule 29 (2))
Application for Renewal of Licence

- 1. Name and address of the contractor :—
- 2. Number and date of the licence :—
- 3. Date of expiry of the previous licence :—
- 4. Whether the licence of the contractor :—
was suspended or revoked
- 5. Number and date of the Treasury :—
Challan enclosed
- Date of receipt of the application :—
with demand draft number and date.

Place :

Date :

Signature of the Applicant

(To be filled in office of the Licensing Officer)

Date of receipt of the application with Treasury Challan number and date.

Signature of the Licensing Officer.

FORM X
(See rule 32 (2))
Application for Temporary Registration of
Establishing employing Contract Labour

- 1. Name and location of the establishment :
- 2. Postal address of the establishment :
- 3. Full name and address of the principal
employer (furnish father's name in the case of
individuals) :
- 4. Full name and address of the Manager or person :
responsible for the supervision and control of :
the establishment
- 5. Nature of work carried on in the establishment :
- 6. Particulars of contract labour :

 - A. Nature of work in which contract labour :
is to be employed and reasons for urgency
 - B. Maximum number of contract labour to be :
employed on any day
 - C. Estimated date of termination of employment :
of contract labour

- 7. Particulars of the Treasury Challan enclosed :

I hereby declare that the particulars given above are true to the best of my knowledge and belief

Principal Employer
Seal and Stamp

Time and date of receipt of application with Treasury Challan.

Office of the Registration Officer.

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FORM XI

(See Rule 32 (2))

Application for Temporary Licence.

1. Name and address of the contractor (including his father's name in case of individuals).....
2. Date of birth and age (in case of individuals).....
3. Particulars of establishment.....
 - (a) Name and address of the establishment :
 - (b) Type of business, trade, industry, manufacture or occupation, which is carried on in the establishment :
 - (c) Name and address of the principal employer :
4. Particulars of contract labour-
 - (a) Nature of work in which contract labour is to be employed in the establishment ;
 - (b) Duration of the proposed contract work (give particulars of proposed date of commencing and ending)
 - (c) Name and address of the agent or manager or contractor at the work-site.
 - (d) Maximum number of contract labour proposed to be employed in the establishment on any day :
5. Whether the contractor was convicted of any offence within the preceding five years ? If so, give details.
6. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contract ? If so, the date of such order.
7. Whether the contractor has worked in any other establishment within the past five years ? If so, give details of the principal employer, establishment and nature of work.
8. Amount of licence fee paid and Treasury Challan No. and date.
9. Amount of security deposit and Treasury Challan No. and date of the receipt of the application with Treasury Challan for fee/security deposits.

I hereby declare that the particulars given above are true to the best of my knowledge and belief.

Place.....

Date.....

Signature of the applicant
(Contractor)

(To be filled in the office of the Licensing Officer)
Date of receipt of the application with challan for fees/security deposit.

Signature of the Licensing Officer.

FORM XII

(See rule 32 (3))
Temporary Certificate of Registration

No.....Date.....Date of expiry

Government of Arunachal Pradesh
Office of the Registering Officer.

A temporary Certificate of Registration/containing the following particulars is here-
by granted under sub-section (2) of Section 7 of the Contract Labour (Regulation and
Abolition) Act, 1970 and the rules framed thereunder, to-

.....
.....

valid from to

1. Name of work carried on in the establishment
2. Nature of work in which contract labour is to be employed
3. Maximum number of contract labour to be employed on any day
4. Other particulars relevant to the employment of contract labour

Signature of Registering Officer
with seal.

FORM XIII

(See Rule 32 (3))

Government of Arunachal Pradesh
Office of the Licensing Officer

Licence No. Date Fee paid Rs.

Signature of the Licensing Officer

Temporary Licence. Expires on

Licence is hereby granted to
under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970,
subject to the conditions specified in Annexure.

The licence shall remain in force till

Date

Signature and seal of the
Licensing Officer.

ANNEXURE

The licence is subject to the following conditions :

1. The licence shall be non transferable.
2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceed
3. Except as provided in the rules the fees paid for the grant of the licence shall be non-refundable.

4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the schedule of Employment under the Minimum Wages Act, 1948, where applicable and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.

5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work :

Provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Labour Commissioner whose decision shall be final.

6. In other case the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Labour Commissioner.

7. A copy of the licence shall be displayed prominently at the premises where the contract work is being carried on.

FORM XIV
(See rule 74)
Register of Contractors.

1. Name and address of the principal employer
2. Name and address of the establishment

Sl. No.	Name and address of contractor	Nature of work on contract	Location of contract work	Period of contract		Maximum number of workmen employed by contractor.
				From	To	
1	2	3	4	5	6	7

FORM XV
(See rule 75)

Register of workmen employed by Contractor.

Name and address of contractor

Name and address of establishment in/under which contract is carried on

Nature and location of work

Name and address of principal employer

Sl. No.	Name and surname of workman	Age and sex	Father's/ Husband's name	Nature of employment/ designation	Permanent home address of workmen (Village and Tehsil/ taluk and district)
1	2	3	4	5	6

Local address	Date of commencement of employment.	Signature of thumb impression of workman	Date of termination of employment	Reasons for termination	Remarks
7	8	9	10	11	12

FORM XVI

(See rule 76)

Employment Card.

Name and address of contractor_____

Name and address of establishment in/under which contract is carried on_____

Nature of work and location of work_____

Name and address of Principal employer_____

1. Name of the workman
2. Serial number in the register of workmen employed
3. Nature of employment/designation
4. Wage rate with particulars or unit, in case of piece work.
5. Wage period
6. Tenure of employment
7. Remarks_____

Signature of Contractor.

FORM XVII

(See rule 77)

Service Certificate

Name and address of contractor_____

Name and address of establishment in/under which contract is carried on_____

Nature and location of work

Name and address of principal employer

Name and address of the workman

Age or date of birth.

Identification marks

Father's/Husband's name

Sl. No.	Total period for Which employed.		Nature of work done	Rate of wage (with particulars of unit in case of piece work).	Remarks
	From	to			
1	2	3	4	5	6

Signature_____

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FORM XVIII

(See rule 78 (1) (a) (i))

Muster roll

Name and address of contractor

Name and address of establishment in/under which contract is carried on

.....

Nature and location of work

Name and address of principal employer

For the month of

Sl. No.	Name of work man	Father's/Husband's name	Sex	Dates					Remarks
				1	2	3	4	5	
1	2	3	4	5					6

FORM XIX

(See rule 78 (1) (a) (i))

Register of Wages.

Name and address of contractor

Name and address of establishment/in/under which contract is carried on

.....

Nature and location of work

Name and address of principal employer

Wage period : Monthly

Sl. No.	Name of workman	Serial No. in the register of workmen.	Designation. nature of work done	No. of days worked	Units of work done	Daily rate of wages/pee rate
1	2	3	4	5	6	7

Amount of wages earned

Basic wages	Dearness allowa- once	Over- time	Other cash payments (na- ture of pay- ment to be indicated)	Total	Deduc- tion, if any (in- dicate nature)	Net am- ount paid	Signature/ thumb impression of work- man	Initials of contrac- tor or the representa- tive.
8	9	10	11	12	13	14	15	16

FORM—XX

(See rule 78 (1) (a) (i))

Form of Register of Wages-cum-Muster Roll.

Name and address of contractor

Name and address of establishment in/under which contract is carried on

Name and address of principal employer

Wage period: Weekly/Fortnightly From To

Nature and location of work

Sl. No.	Sl. No. in register of workmen	Name of employee	Designation/nature of work	Daily attendance/units worked	Total attendance/units of work done	Daily rate of wages/price rate.
1	2	3	4	5	6	7

Amount of wages earned.

Basic wages	Dearness allowance	Over-time	Other cash payments (nature of payments to be indicated)	Total	Deduction if any (indicate nature)	Net amount	Signature/thumb impression of work man	Initial of contractor or his representative.
8	9	10	11	12	13	14	15	16

FORM— XXI

(See rule 78 (1) (a) (ii))

Register of Deductions for Damage or Loss.

Name and address of contractor

Name and address of establishment in/under which contract is carried on

Nature and location of work

Name and address of principal employer

Sl. No.	Name of workman	Father's/Husband's name	Designation/nature of employment	Particulars of damage or loss	Date of damage or loss	Whether work man showed cause against deduction.
1	2	3	4	5	6	7

Name of person in whose presence employee's explanation was hard.	Amount of deduction imposed	No. of instalments	Date of recovery		Remarks
			First instalment	Last instalment	
8	9	10	11	12	13

FORM XXII
(See rule 78 (1) (a) (ii))
Register of Fines.

Name and address of contractor

Name and address of establishment in/under which contractor is carried on

Nature and location of work

Name and address of principal employer

Sl. No.	Name of workman	Father's/ Husband's name	Designation/ nature for employment	Act/Omission for which fine imposed	Date of offence	Whether workman showed cause against fine	Name of person in whose presence employee's explanation was heard.
1	2	3	4	5	6	7	8

Wages periods and wages payable	Amount of fine imposed	Date on which fine realised	Remarks
9	10	11	12

FORM XXIII
(See rule 78 (1) (a) (ii))
Register of Advances

Name and address of contractor

Name and address of establishment in/under which contract is carried on

Nature and location of work

Name and address of principal employer

Sl. No.	Name	Father's/ Husband's name	Nature of employment/ designation	Wage period and wages payable	Date and amount of advance given	Purpose (s) for which advance made.
1	2	3	4	5	6	7

No. of instalments by which advance to be repaid	Date and amount of each instalment repaid	Date on which last instalment was repaid.	Remarks
8	9	10	11

FORM XXIV

(See rule 78 (1) (a) (iii))

Register of Overtime

Name and address of contractor.....
 Name and address of establishment in/under which contract is carried on.....
 ..
 Nature and location of work ..
 Name and address of principal employer ...

Sl. No.	Name of workman	Father's/Husband's name	Sex	Designation/nature of employment	Dates on which overtime worked	Total overtime worked or Production in case of piece rated.
1	2	3	4	5	6	7

Normal rate of wages	Overtime rate of wages	Overtime earnings	Date on which overtime wages paid	Remarks
8	9	10	11	12

FORM XXV

(See rule 78 (1) (b))

Wage Slip

Name and address of contractor ...
 Name and Father's/Husband's name of the workman ...
 Nature and location of work ...
 For the week/fortnight/month ending ...
 1. Number of days worked ...
 2. Number of units worked in case of piece rate workers...
 3. Rate of daily wages/piece rate ...
 4. Amount of overtime wages...
 5. Gross wages payable ...
 6. Deduction if any ...
 7. Net amount of wages paid...

Initials of the Contractor or his representative.

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FORM XXVI
(See rule 81 (3))

Notice of Commencement/Completion of Contract Work

1. Name of the principal employer and address_____
2. Number and date of Certificate of Registration_____
3. I/We hereby intimate that the contract work (name of work) given to (name and address of the contractor) having licences No_____dated_____ has been commenced/completed with effect from/(date) on (date).

Signature of the Principal Employer.

FORM XXVII
(See rule 82 (1))

Return to be sent by the Contractor to the Licensing Officer

Half-year ending_____

1. Name and address of the contractor_____
2. Name and address of the establishment_____
3. Name and address of the principal employer_____
4. Duration of contract from_____to_____
5. Number of days during the half year on which—
 - (a) the establishment of the principal employer had worked_____
 - (b) the contractors' establishment had worked_____
6. Maximum number of contract labour employed on any day during the half year :

Men_____ Women_____ Children_____ total_____
7. (i) Daily hours of work and spread over_____
 - (ii) (a) Whether weekly holidays observed and on what day_____
 - (b) If so, whether it was paid for_____
 - (iii) Number of man-hours of over time_____worked
8. Number of man days worked by :

Men_____ Women_____ Children_____ Total_____
9. Amount of wages paid

Men_____ Women_____ Children_____ Total_____
10. Amount of deduction from wages, if any

Men_____ Women_____ Children_____ Total _____
11. Whether the following have been provided ;
 - (i) Canteen_____
 - (ii) Rest rooms_____
 - (iii) Drinking water_____
 - (iv) Creeches_____
 - (v) First aid_____

(If the answer is 'Yes' state briefly standards provided)

Place : _____

Date : _____

Signature of Contractor

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FORM XXVIII
(See rule 82 (2))

Annual Return of Principal Employer to be sent to the Registering Officer.

Year ending 31st December.

1. Full name and address of the principal employer
2. Name of the establishment :--
 - (a) District
 - (b) Postal address
 - (c) Nature of operation/industry/work carried on.....
3. Full name of the manager or person responsible for supervision and control of the establishment
4. Number of contractors who worked in the establishment during the year (Give details in Annexure).....
5. Nature of work/operation on which contract labour was employed
6. Total number of days during the year on which contract labour was employed
7. Total number of man-days worked by contract labour during the year
8. Maximum number of workmen employed directly on any day during the year
9. Total number of days* during the year on which direct labour was employed
10. Total number of man-days worked by directly employed workmen
11. Change, if, any, in the management of the establishment, its location or any other particulars furnished to the Registering Officer, in application for registration indicating also the dates.

Place :

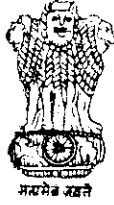
Principal Employer.

Date :

ANNEXURE TO FORM

Name and address of the contractor	Period of contract		Nature of work	Maximum number of workers employed by each contractor.	Number of days worked	Number of man-days worked.
	From	To				
1	2	3	4	5	6	7

S. K. Agnihotri,
Chief Secretary,
Government of Arunachal Pradesh,
Itanagar.



The Arunachal Pradesh Gazette
EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 121, Vol. VII, Naharlagun, Wednesday, August 21, 1996, Sravana 30, 1918 (Saka)

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR
NAHARLAGUN

NOTIFICATION

The 21st December, 1995

No. LAB-27/79 (VOL-II).—Whereas the draft of "The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1983" was published, as required by sub-section (1) of Section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979), in the Arunachal Pradesh Gazette, Extraordinary No. 170, Vol. VI, dated, the 8th November, 1994, under the Notification of the Government of Arunachal Pradesh, Department of Labour No. LAB-27/79 (Vol-II) dated 25th August, 1994, inviting objections and suggestions from all persons likely to be affected.

And whereas no objection or suggestion has been received by the government on the aforesaid draft rules.

Now, therefore, in exercise of the powers conferred by sub-section (1) of Section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979), the Governor of Arunachal Pradesh hereby makes the following rules:

THE INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ARUNACHAL PRADESH RULES, 1983.

CHAPTER—I

PRELIMINARY

1. Short title and commencement : (1) These rules may be called the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1983.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions : (1) In these rules, unless the subject or context otherwise requires :

- (a) "Act" means the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 ;
- (b) "Appellate Officer" means an Appellate Officer nominated by the Government ;
- (c) "Chief Inspector" means the officer appointed as such by the government with assignment of specific powers under the Act who shall also be deemed as an Inspector under the Act
- (d) "Form" means a form appended to these rules ;
- (e) "Government" means the Government of Arunachal Pradesh ;
- (f) "Inspector" means an Inspector appointed by the Government under Section 20 ;

- (g) "Licencing Officer" means the Licencing Officer appointed by the government under Section 7 ;
- (h) "Migrant Workman" means an Inter-State Migrant Workman as defined under Section 2 ;
- (i) "Registering Officer" means the Registering Officer appointed by the government under Section 3 ;
- (j) "Section" means a section of the Act ;
- (k) "Specified authority" means the authority specified by the government for the purpose of Sections 12 and 16.

2. All other words and expressions used in these rules but not defined therein shall have the meanings respectively assigned to them in the Act.

CHAPTER—II

3. **Manner of making application for registration of establishment :** (1) The application for registration of an establishment shall be made in triplicate in Form—1 to the Registering Officer of the whole of Arunachal Pradesh or of the area in which the establishment sought to be registered is located, as the case may be.

(2) The application shall be accompanied by a treasury receipt showing payment of fees under the head of account specified under rule 20 for the registration of the establishment.

(3) The application shall be either personally delivered to the Registering Officer or sent to him by registered post.

(4) On receipt of the application, the Registering Officer shall, after noting thereon the date of receipt by him of the application, give an acknowledgement to the applicant.

4. **Issue of certificate of registration :** (1) Where the Registering Officer registers the establishment, he shall issue to the principal employer a certificate of registration in Form—II.

(2) The Registering Officer shall maintain a register in Form—III showing the particulars of the establishments in relation to which certificates of registration are issued by him.

(3) The concerned Registering Officer of the State wherein the establishment is located may, while issuing the certificate of registration to the principal employer of the establishment, send a copy of the relevant application made to him in form—1 and an original copy of the said certificate or registration along with recommendation, to the concerned Registering Officer or the Labour Commissioner, whichever is convenient of the State/Union Territory from where the migrant workers are proposed to be recruited. On receipt of the same, the Registering Officer of the later State/Union Territory may record all particulars in this respect as contained in Form-1 and the certificate of registration in a register.

(4) If, in relation to an establishment, there is any change in the particulars specified in the certificate of registration, the principal employer of the establishment shall intimate to the Registering Officer, within thirty days from the date when such change takes place, the particulars of, and the reasons for such change, under intimation to the concerned Licencing Officer of the State/Union Territory from which migrant workers are to be recruited.

5. **Circumstances in which application for registration may be rejected :** (1) If any application for registration is not complete in all respects, the Registering Officer shall require the principal employer to amend the application so as to make it complete in all respects.

(2) If the principal employer, on being required by the Registering Officer to amend his application for registration, omits or fails to do so, the Registering Officer shall reject the application for registration.

6. **Amendment of certificate of registration :** (1) Where, on receipt of the intimation referred to in sub-rule (4) of rule 4, the Registering Officer is satisfied that an amount higher than the amount, which has been paid by the principal employer as fees for the registration of the establishment is payable he shall require such principal employer to deposit a sum which, together with the amount already paid by such principal employer, would be equal to such higher amount of fees payable for the registration of the establishment and to produce receipt showing such deposit.

(2) Where, on receipt of the intimation referred to sub-rule (4) of rule 4 the Registering Officer is satisfied that there has occurred a change in the particulars of establishment, as entered in the register in Form-III, he shall amend the said register and record therein the change thus occurred:

Provided that no such amendment shall affect anything done or any action taken or any right, obligation or liability acquired or incurred before such amendment:

Provided further that Registering Officer shall not carry out any amendment in the register in Form-III unless the appropriate fees has been deposited by the principal employer.

7. **Application for Licence:** (1) Every application by a contractor for the grant of a licence for recruiting a person under clause (a) of sub-section (1) of section 8 shall be made in triplicate in Form-IV to the Licencing Officer having jurisdiction in relation to the whole of the State/Union Territory of the area wherein recruitment is made.

(2) Every application by a contractor for employing a migrant workman under clause (b) of sub-section (1) of section 8 shall be made in Form-VI to the Licencing Officer having jurisdiction in relation to the whole of the state of the area wherein the establishment is situated.

(3) Every application for the grant of a licence under sub-rule (1) of sub-rule (2), shall be accompanied by a certificate of the principal employer in Form-VII to the effect that he undertakes to be bound by all the provisions of the Act and the rules made thereunder so far as they are applicable to him in respect of the recruitment of employment of the migrant workmen, in respect of which the contractor is making the application alongwith a certified copy of the registration certificate of the principal employer.

(4) Every such application shall be either personally delivered to the Licencing Officer concerned or sent to him by registered post.

(5) On receipt of the application referred to in sub-rule (1) or sub-rule (2), the Licencing Officer concerned shall, after noting thereon the date of receipt of the application, grant an acknowledgement to the applicant.

(6) Every application referred to in sub-rule (1) shall also be accompanied by a treasury receipt obtained as required by rule 20.

8. **Matters to be taken into account in granting or refusing a licence:** In granting or refusing to grant a licence, the Licencing Officer shall take the following matters into account, namely:—

(a) Whether the applicant—

(i) is a minor, or

(ii) is of unsound mind and stands so declared by a competent court, or

(iii) is an indischarged insolvent, or

(iv) has been convicted at any time during the period of five years immediately preceding the date of application, of an offence which in the opinion of the Government involves moral turpitude;

(b) Whether any order has been made in respect of the applicant under sub-section (1) of section 10, and if so, whether a period of three years has lapsed from the date of that order;

(c) Whether the fees for the application has been deposited by the applicant at the rates specified in sub-rule (1) of rule 13.

9. **Production of licence:** (1) A contractor executing works on contract in any establishment in a particular State by engagement of migrant workmen from another State shall produce the licence obtained by him to this effect from the concerned Licencing Officer of the State from which the migrant workmen would be required for engagement in the aforesaid establishment.

(2) The local agents who supply migrant workmen to the contractor of the outside State and work either as sub-contractors or commission agents of such contractors shall have also to obtain a licence from the concerned Licencing Officer of the State from which migrant workmen are recruited and drafted to outside State, on making an application in Form V to the concerned Licencing Officer of the State from which migrant workmen are recruited. The fees payable by the agent for the purpose shall be equivalent as provided under sub-rule (2) of rule 13.

10. **Refusal to issue licence :** (1) On receipt of the application from the contractor, as soon as possible thereafter, the Licencing Officer shall investigate or cause investigation to be made to satisfy himself about the correctness of the facts and particulars furnished in such application and eligibility of the applicant for a licence.

(2) (i) where the Licencing Officer is of the opinion that the licence should not be issued, after affording reasonable opportunity to the applicant to be heard, he may make an order rejecting the application.

(ii) the order shall record the reasons for the refusal and shall be communicated to the applicant.

11. **Security :** (1) Where the Licencing Officer is satisfied in accordance with the procedure laid down in the proviso to sub-section (2) of section 8, that any person who has applied for or who has been issued a licence should furnish security for the due performance of the conditions of the licence, he shall prepare an estimate of the amount needed to provide for recruitment of migrant workmen on the basis of the factors specified in sub-section 3 of said section and after considering the solvency of such person determine the amount of the security to be furnished by such person, which shall not exceed forty per cent of the amount estimated by him.

(2) Whether the applicant for the licence was holding a licence in regard to another work and that licence had expired, the Licencing Officer, if he is of the view that any amount out of the security, if any, deposited in respect of that licence is to be refunded to the applicant under rule 17, he may, on an application made for that purpose in Form -VIII by the applicant, adjust the amount so to be refunded towards the security, if any, required to be deposited in respect of the application for the new licence and the applicant needs to deposit, in such a case, only the balance amount, if any after making such adjustment.

12. **Forms and terms and conditions of licence :** (1) Every licence issued, under sub-section (1) of section 9, shall be in Form--IX and in Form--X in respect of local agents. The licence shall remain valid till the end of the calendar year during which it is issued and may be renewed for a further period of one year from the date of expiry of the licence, in the manner as laid down in rule 15.

(2) Every licence granted or renewed under sub-rule (1) shall be subject to the following conditions, namely :

- (i) the licence shall be non-transferable ;
- (ii) the terms and conditions of the agreement or arrangement under which the migrant workmen is recruited or employed ;
- (iii) the number of migrant workmen recruited or employed ;
- (iv) the number of migrant workmen recruited or employed as migrant workmen in the establishment shall not, on any day, exceed the maximum number specified in condition (iii) ;
- (v) the rates of wages payable to the migrant workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 or by any authority constituted by the Government for such employment and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed ;
- (vi) save as provided in these rules, the fees paid for the issue, or as the case may be, for renewal of licence shall be non-transferable ;
- (viii) (a) in case where the migrant workmen recruited or employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the migrant workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work ;

Provided that in the case of any disagreement with regard to the type of work, the same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State whose decision thereon shall be final ;

(b) In other cases, the wage rates, holidays, hours of work and conditions of service of the migrant workmen recruited or employed by the contractor shall be such as prescribed in these rules ;

- (viii) every migrant workmen shall be entitled to allowances, benefits, facilities etc. as prescribed in the Act and in these rules ;
- (ix) no female migrant workman shall be employed by any contractor before 6 A.M. or after 7 P.M. Provided that this clause shall not apply to the employment of female migrant workman in pit head and baths, creches, and canteens and Midwives and Nurses in hospitals and dispensaries ;
- (x) the contractor shall notify any change in the number of migrant workmen or the condition of work to the Licencing Officer.
- (xi) the contractor shall comply with all the provisions of the Act, and these rules ;
- (xii) a copy of the licence shall be displayed prominently at the premises where the migrant workmen are employed ;
- (xiii) the period for which licence shall be valid.

13. Fees : (1) The fees to be paid for the grant of certificate of registration of an establishment under section 4 shall be as specified below :—

If the number of migrant workmen proposed to employed in the establishment on any day :—

(a) is 5 but dose not exceed 20	Rs. 60.00
(b) exceeds 20 but does not exceed 50	Rs. 150.00
(c) exceeds 50 but does not exceed 100	Rs. 300.00
(d) exceeds 100 but does not exceed 200	Rs. 600.00
(e) exceeds 200 but does not exceed 400	Rs. 1200.00
(f) exceeds 400 but does not exceed 800	Rs. 1500.00
(g) exceeds 800 but does not exceed 1000	Rs. 2000.00
(h) exceeds 1000	Rs. 3000.00

(2) The fees to be paid for grant of licence under section 7 shall be as specified below :—

If the numder of migrant workmen recruited or employed by the contractor on any day :—

(a) is 5 but does not exceeds 20	Rs. 20.00
(b) exceeds 20 but does not exceed 50	Rs. 40.00
(c) exceeds 50 but does not exceed 100	Rs. 80.00
(d) exceeds 100 but does not exceed 200	Rs. 160.00
(e) exceeds 200 but does not exceed 400	Rs. 320.00
(f) exceeds 400 but does not exceed 750	Rs. 400.00
(g) exceeds 750 but does not exceed 1000	Rs. 500.00
(h) exceeds 1000 but does not exceed 2000	Rs. 700.00
(i) exceeds 2000	Rs. 1000.00

(3) Fees shall be deposited under the appropriate Head of Account as provided in rule 20.

14. **Amendment of the licence :** (1) A licence issued under rules 7, 8, 11 and 12 or renewed under rule 15 may, for good and sufficient reasons, be amended by the Licencing Officer.

(2) The contractor who desires to have the licence amended shall submit to the Licencing Officer an application stating the nature of amendment and reasons therefor.

(3) If the Licencing Officer allows application, he shall require the applicant to furnish a treasury receipt for the amount, if any, by which the fees that would have been payable if the licence had been originally issued in the amended form exceeds the fee paid for the licence.

(4) On the applicant furnishing the requisite receipt, the licence shall be amended according to the orders of Licencing Officer.

(5) Where the application for amendment is refused, the Licencing Officer shall record the reasons for such refusal and communicate the same to the applicant.

15. **Renewal of Licence** :— (1) Every contractor may apply to the Licencing Officer for renewal of the licence.

(2) The application shall be in Form XI in triplicate and shall be made not less than thirty days before the date on which the licence expires and if the application is so made, the licence shall be deemed to have been renewed until such date when the renewed licence is issued.

(3) The fees chargeable for renewal of the licence shall be same as for the grant thereof.

Provided that if the application for renewal is not received within the time specified in sub-rules (2), a fee of twentyfive percent in excess of the fee ordinarily payable for the licence shall be payable for such renewal :

Provided further that in case where the Licencing Officer is satisfied that the delay in submission of the application is due to unavoidable circumstances beyond the control of the contractor, he may reduce or remit, as he deems fit, the payment of such excess fee.

16. **Issue of duplicate certificate of registration or licence** : Where a certificate of registration or Licence granted or renewed under these rules has been lost, defaced or accidentally destroyed, a duplicate thereof may be granted on payment of fees of ten rupees.

17. **Refund of security** : (1) On expiry of the period of licence the contractor may, if he does not intend to have his licence renewed and get the security amount adjusted in respect of his fresh application for licence in terms of sub-rule (2) of rule 11, make an application to the Licencing Officer for the refund of the security, if any deposited by him under rule 11.

(2) If the Licencing Officer is satisfied that there is no breach of the conditions of licence or there is no order under section 10 for the forfeiture of security or any portion thereof, he shall direct the refund of the security to the applicant.

(3) If there is any order directing the forfeiture of the whole or any part of the security, the amount to be forfeited shall be deducted from the security deposit, and the balance, if any shall be refunded to the applicant.

(4) The application for refund shall as far as possible, be disposed of within sixty days of the receipt of the application.

18. **Appeals and procedure** : (1) Every appeal under section 11 shall be preferred in the form of a memorandum signed by the applicant or his authorised agent and presented to the Appellate Officer in person or sent to him by registered post.

(2) The memorandum shall be accompanied by a certified copy of the order and a Treasury receipt showing payment of twentyfive rupees.

(3) The memorandum shall set forth precisely and under distinct heads the grounds of appeal to the order appealed from.

(4) Where the memorandum of appeal does not comply with the provisions of sub-rule (2) it may be rejected or returned to the appellant for purpose of being amended within the time to be fixed by the Appellate Officer.

(5) Where the Appellate Officer rejects the memorandum of appeal under sub rule (4) he shall record the reasons for such rejection and communicate the same to the appellant.

(6) Where the memorandum of appeal is in order, the Appellate Officer shall admit the appeal, endorse thereon the date of presentation and shall register the appeal in the register of appeals kept for the purpose.

(7) When the appeal has been admitted, the Appellate Officer shall send a notice to the Registering Officer or the Licencing Officer, as the case may be, from whose order the appeal has been preferred. The Registering Officer or, as the case may be, the Licencing Officer shall thereupon send the record of the case to Appellate Officer.

(8) On receipt of the record under sub-rule (7) the Appellate Officer shall send a notice to the appellant to appear before him on such date, time and place, as may be specified in the notice, for the hearing of the appeal.

(9) If on the date fixed for the hearing, the appellant does not appear, the Appellate Officer may dismiss the appeal for default of appearance of the appellant.

(10) Where an appeal has been dismissed under sub-rule (9), the appellant may apply to the Appellate Officer, for the re-admission of the appeal, and where it is proved that he was prevented by any sufficient cause from appearing when appeal was called on for hearing the Appellate Officer shall restore the appeal on its original number.

(11) An application under sub-rule (1) shall, unless the Appellate Officer extends the time for sufficient reason, be made within thirty days of the date of dismissal.

(12) If the appellant is present when the appeal is called on for hearing, the Appellate Officer shall proceed to hear the appellant or his authorised agent, and any other person summoned by him for the purpose, and pronounce judgement on the appeal either confirming, reversing or modifying the order appealed from.

(13) The judgement of the Appellate Officer under sub-rule (12) shall state the points for determination, decisions thereon and the reasons for the decisions.

(14) The order shall be communicated to the appellant and a copy thereof shall be sent to the Registering Officer or the Licencing Officers, as the case may be, from whose order the appeal has been preferred.

19 Obtaining of copies of orders: A copy of the order of the Registering Officer or Licencing Officer or Appellate Officer may be obtained on payment of fee of Rs. 15 per copy of each order on application specifying the date and other particulars of the orders made by the officer concerned.

20. Payment of fees and security deposits: (1) The payment of the various fees relating to registration, licencing and security deposits shall be made through Treasury Challan under appropriate head of account.

(2) The head of account under which the receipts relating to the fees for registration, licencing and appeals, etc, shall be credited will be "B-Non-Tax Revenue 0233-Labour and Employment Receipts under Labour Laws-Fees under Inter State Migrant Workmen (Regulation of Employment and Condition of Service) State Rules, 1983. The security deposits are to be booked under the head "Deposits Advances-(b)-Deposits not bearing interest-8443 Civil Deposits.

CHAPTER—III

DUTIES OF THE CONTRACTOR

21. Particulars of migrant workman: Every contractor shall furnish to the specified authorities the particulars regarding recruitment and employment of migrant workman in Form—XIII.

(2) The particulars shall be personally delivered by the contractor to the concerned specified authorities or sent to them by registered post.

22. Return fare :- The contractor shall pay to the migrant workmen the return fare from the place of employment to the place of residence in the home state of the migrant workman on the expiry of the period of employment and also on his —

- (a) termination of service before the expiry of the period of employment for any reason whatsoever;
- (b) being incapacitated for further employment on account of injury or continued ill-health duly certified as such by a registered medical practitioner;
- (c) cessation of work in the establishment which is not due to any fault on the part of the migrant workman; and
- (d) resignation from service on account of non-fulfilment of terms and conditions of his employment by the contractor.

23. Pass Book: (1) In the pass book referred to in clause (b) of sub-section (1) of section 12, the following additional particulars shall be indicated namely:

- (a) the date of recruitment;
- (b) the date of employment;

- (c) wages period, total attendance/unit of work done (in respect of piece rated migrant workman)/total wages earned/deductions, if any, made/net amount paid and signature of contractor or his duly authorised representative with date (The entries shall be made separately in respect of each wage period within three days from the date of payment); and
- (d) name and address of the next of kins of migrant workman.

(2) In case of fatal accident or serious bodily injury to any migrant workman the contractor shall immediately send telegrams to the specified authorities of both the State and also the next of kin of migrant workman intimating death or the nature of serious bodily injury sustained by the migrant workman, as the case may be, date, place and reasons of accident. The contractor shall further send written report to the specified authorities concerned and the next of kin of the migrant workman, containing the under mentioned particulars, by registered post within twenty-four hours of the occurrence of the accident :—

- (i) name of the migrant workman ;
- (ii) date, place, nature and reasons of the accident with clear indication as to whether it occurred in course of employment ;
- (iii) condition of the migrant workman (if alive) ;
- (iv) action taken by the Contractor/Principal Employer ;
- (v) death certificate from Medical Officer or the nearest Government Hospital if dead ;
- (vi) remarks.

(3) If the contractor fails to send the telegraphic intimation and the written report as required under sub-rule (2), the principal employer shall comply with the requirements of sub-rule (2) as early as possible but in any case not later than fortyeight hours of the time of occurrence of the accident.

24. **Return :** Every contractor shall furnish a return regarding migrant workmen who have ceased to be employed, in Form—XIII, with detailed reasons for such cessation of work to the specified authorities either personally or by registered post as to reach them not later than fifteen days from the date the migrant workman ceases to be employed.

CHAPTER—IV

25. **Rate of wages :** The rate of wages of a migrant workman in an establishment where he is required to work which is neither same nor of similar kind as is being performed by any other workman in that establishment, shall not be less than the rate of wages paid by the principal employer to a workman in the lowest category of workman directly employed by him in that establishment or the minimum rate of wages notified by the Government under the Minimum Wages Act, 1948, for the same or similar type of work performed by workman in any scheduled employment in the area in which the establishment is located, or the rates of wages payable to the workman for performing same or similar kind of work in that establishment in the state in which the establishment is located, whichever is higher :

Provided that if there is any dispute in this regard or with regard to applicability of wages rates to a migrant workman under clause (b) or sub-section (1) of section 13, the same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or Assistant Labour Commissioner of the State whose decision shall be final.

26. **Wages of period :** The contractor shall fix wages period in respect of which wages shall be payable.

27. **No wages period shall exceed one month.**

28. **Payment of wages :** The wages of every migrant workman in an establishment of a contractor, where less than 1,000 workmen are employed, shall be paid before the expiry of the seventh day and in other case before the expiry of tenth day of every month.

29. **Payment on termination :** Where the employment of any migrant workman is terminated by or behalf of the contractor, the wages earned by the workman shall be paid before the expiry of the second working day from the day on which his employment is terminated.

30. **Mode of payment :** All payment of wages shall be made by the contractor on working day at the work premises and during the working time and on a date notified in advance and, in case the work is completed before the expiry of the scheduled period, final payments shall be made within fortyeight hours of the last working day.

31. Wages due to every migrant workman shall be paid to him direct or to other persons duly authorised by him in this behalf in accordance with the provision of rules 34 and 35.

32. All wages shall be paid in current coins or currency or both, wages shall be paid without any deduction or any kind except those specified by State Government by general or special order in this behalf or permissible in the payment of Wages Act, 1936.

33. A notice showing the wage period and the place and time of disbursement of wage shall be displayed at the place of work and a copy sent by the contractor to the principal employer under acknowledgement.

34. The principal employer shall ensure the presence of his authorised representative at the place and time of disbursement of wages by the contractor to the migrant workmen and it shall be duty of the contractor to ensure the disbursement of wages in the presence of such authorised representative.

35. The authorised representative of principal employer shall record under his signature a certificate at the end of all the entries in the register of wages or wages-cum-muster roll, as the case may be, in the following form :

"Certified that the amount shown in column No. has been made to the migrant workman concerned in my presence on.....

CHAPTER—V

MEDICAL AND OTHER FACILITIES TO BE PROVIDED TO MIGRANT WORKMAN.

36. **Holiday, hours of work and other condition of service :** (1) Holidays, hours of work including extra wages for overtime work done and other conditions of service of migrant workman shall not be less favourable than those obtaining in that establishment or in similar employment in the area in which the establishment is located, as the case may be.

(2) Where there is any dispute in this regard or with regard to applicability of holidays, hours of work including extra wages for overtime work done and other conditions of service to migrant workman under clause (a) of sub-section (1) of section 13, the same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the Government of Arunachal Pradesh whose decision shall be final.

37. **Medical facilities :** (1) The contractor shall ensure provision of suitable and adequate medical facilities for out door treatment to the migrant workman free of cost for treatment of any ailment from which the migrant workman or any member of his family may suffer during his employment in the establishment or to meet any preventive measure against epidemic or any virus infection. Whenever any medicine is purchased by a migrant workman from market on the basis of the prescription issued by any doctor provided by the contractor or principal employer, as the case may be, or any registered medical practitioner, the cost of such medicine shall be reimbursed by the contractor to the migrant workman concerned within a period of seven days from the date of presentation of the bill by the migrant workman.

(2) In the event of migrant workman or any of his family members suffering from any ailment requiring hospitalisation during his employment in the establishment the contractor shall promptly arrange for the hospitalisation of the migrant workman or the concerned member of his family. The contractor shall bear entire expenses on treatment, hospital charges (including diet), if any, and travel expenses for the patient from the place of his/her residence to the hospital and back.

(3) Every contractor shall provide and maintain so as to be readily accessible during all working hours first aid boxes at the rate of not less than one box for one hundred and fifty workmen or part thereof.

(4) The first aid box shall be distinctly marked with a red cross on a white ground and shall contain the following equipments namely :

(a) for the establishments in which number of migrant workmen employed does not exceed fifty, each first aid box shall contain the following equipment :—

(i) six small sterilized dressings ;

(ii) three medium size sterilized dressings ;

- (iii) three large size sterilized dressings ;
 - (iv) three large sterilized burn dressings ;
 - (v) one (50 ml) bottle containing salvolatile having the dose and mode of administration indicated on the label ;
 - (vi) one (30 ml) bottle containing a two percent alcoholic solutions of iodine ;
 - (vii) one snake bite lancet ;
 - (viii) one (30 gms) bottle of potassium permanganate crystals ;
 - (ix) one pair scissors ;
 - (x) one copy of the first aid leaflet issued by the Director General, Factory Advisory service and Labour Institute, Government of India ;
 - (xi) a bottle containing hundred tablets (each of five grains) of aspirin ;
 - (xii) ointment for burns ; and
 - (xiii) a bottle of suitable surgical antiseptic solution.
- (b) For establishment in which the number of migrant workmen exceeds fifty, each first aid-box shall contain the following equipment :--
- (i) twelve small sterilized dressings ;
 - (ii) six medium size sterilized dressings ;
 - (iii) six large size sterilized dressings ;
 - (iv) six large size sterilized burn dressings ;
 - (v) six (15 gms) packets sterilized cotton wool ;
 - (vi) one (60 ml) bottle containing a two percent alcoholic solution of iodine ;
 - (vii) one (60 ml) bottle containing salvolatile having the dose and mode of administration on the label ;
 - (viii) one roll of adhesive plaster ;
 - (ix) a snake bite lancet ;
 - (x) one pair scissors ;
 - (xi) one (30 gm) bottle of potassium permanganate crystals ;
 - (xii) one copy of the first aid leaflet issued by the Director General, Factory Advisory Service and Labour Institute, Government of India ;
 - (xiii) a bottle contain 100 tablets (each of 5 grains) of aspirin ;
 - (xiv) ointment for burns ; and
 - (xv) a bottle of suitable surgical antiseptic solution.
- (5) Adequate arrangements shall be made for immediate recoupmnt when necessary.
- (6) Nothing except the contents mentioned in sub-rule (4) shall be kept in the first-aid-box.
- (7) The first-aid-box shall be under the charge of a responsible person who shall always be readily available during the working hours of the establishment :
- (8) The person incharge of the first aid box shall be a person trained in first-aid treatment, in establishment where the number of migrant workmen is one hundred and fifty or more.

39. Protective clothing : (1) The contractor shall provide to every migrant workmen working in where temperature falls below 20 degree centigrade, protective clothing consisting of one woollen coat and one woollen trousers once in two years :

Provided that where the temperature falls below 5 degree centigrade one wollen over coat shall also be provided to the migrant workmen once in three years.

(2) The protective clothing shall be provided by the contractor to every migrant workmen before on set of winter season in the area where the establishment is located or on the 30th day of September, whichever is earlier.

39. Drinking water, latrine, urinals and washing facilities: (1) The contractor shall provide sufficient quantity of wholesome drinking water, sufficient number of sanitary, latrines and urinals, washing facilities for the migrant workmen at the establishment in the case of existing establishment within seven days of commencement of these rules and in case of new establishment, within seven days of commencement of employment of migrant workman therein.

(2) If any of the facilities is not provided by the contractor within the specified period, the same shall be provided by the principal employer within seven days of the expiry of period specified in sub-rule (1).

40. Rest Room: (1) In every place where migrant workmen are required to halt at night in connection with the working of the establishment and in which employment of migrant workman is likely to continue for three months or more, the contractor shall provide and maintain rest room or other suitable alternative accommodation within fifteen days of the commencement of these rules in case of the existing establishment and within fifteen days of the commencement of the employment of migrant workmen in the case of new establishment.

(2) If the amenity is not provided by the contractor within the specified period, the principal employer shall provide the same within a period of fifteen days of the expiry of the period specified in sub-rule (1).

(3) Separate rooms shall be provided for female migrant workman.

(4) Effective and suitable provisions shall be made in every room for securing and maintaining adequate ventilation by circulation of fresh air and shall also be provided and maintained with sufficient and suitable natural and artificial lighting.

(5) The rest rooms or other suitable alternative accommodation shall be of such dimensions so as to provide at least floor area of 1.1 square meter for each person.

(6) The rest room, rooms or other suitable alternative accommodation shall be so constructed as to afford adequate protection against heat, wind, rain and shall have smooth, hard and impervious floor surface.

(7) The rest rooms or other suitable accommodation shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

41. Canteens: (1) In every establishment wherein work regarding the employment of migrant workmen is likely to continue for six months and wherein migrant workmen numbering one hundred or more are ordinarily employed, an adequate canteen shall be provided by the contractor for the use of such migrant workmen within sixty days of the date of commencement of these rules in the case of the existing establishments, and within sixty days of the commencement of the employment of migrant workmen in the case of new establishment.

(2) If the contractor fails to provide canteen within the time laid down, the same shall be provided by the principal employer within sixty days of the expiry of the time allowed to the contractor.

(3) The canteen shall be maintained by the contractor or principal employer, as the case may be in an efficient manner.

(4) The canteen shall consist of at least of dining hall, kitchen, store-room, pantry and washing places separately for migrant workmen and for utensils.

(5) (i) The canteen shall be sufficiently lighted at all times when any person has access to it.

(ii) The floor of canteen shall be made of smooth and impervious material and inside walls shall be lime washed or colour washed at least once in a year.

Provided that the inside walls of the kitchen shall be lime washed every four months.

- (6) (i) The precincts of the canteen shall be maintained in a clean and sanitary condition.
- (ii) Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance.
- (iii) Suitable arrangements shall be made for the collection and disposal of garbage.
- (7) The dining hall shall accommodate at least 30 per cent of the migrant workmen working at a time.
- (8) The floor area of the dining hall excluding the area occupied by the service counter and any furniture except tables and chairs shall be not less than one square meter per dinner to be accommodated as specified in sub-rule (7).
- (9) (i) A portion of the dining hall and service counter shall be partitioned off and reserved for women migrant workmen in proportion to their number.
- (ii) Washing places for workmen shall be separate and screened to secure privacy.
- (10) Sufficient tables, stools, chairs or benches shall be provided for the dinners to be accommodated as specified in sub-rule (7).
- (11) (i) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen.
- (ii) The furniture, utensils, and other equipment shall be maintained in a clean and hygienic condition.
- (12) (i) Suitable clean cloths for the employees serving in the canteen shall also be provided and maintained.
- (ii) A service counter, if provided shall have top of smooth and impervious material.
- (iii) Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.
- (13) The food stuffs and other items to be served in the canteen shall be in conformity with the normal habits of the migrant workmen.
- (14) The charges for meals, other food stuffs, beverage and any other items served in the canteen shall be based on no profit no loss basis and shall be conspicuously displayed in the canteen.
- (15) In arriving at the prices of food stuffs and other articles served in the canteen the following items shall not be taken into consideration as expenditure namely :
- (a) The rent for the land and buildings ;
 - (b) The depreciation and maintenance charges for the building and equipment provided for in canteen ;
 - (c) The cost of purchase, repairs and replacement of equipments including furniture, crockery, cutlery and utensils.
 - (d) The water charges and other charges incurred for lighting and ventilation ;
 - (e) The interest on the amounts spent on the provisions and maintenance of furniture and equipment provided for in the canteen.
- (16) The books of accounts and registers and other documents used in connection with the running of the canteen shall be produced on demand to an Inspector;
- (17) The accounts pertaining to the canteen shall be audited once every twelve months by registered accountants and auditors :

Provided that the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State may approve of any other person to audit the accounts, if he is satisfied that it is not feasible to appoint a registered Accountant and Auditor in view of the site or location of the canteen.

42. **Latrine and Urinals:** (1) Latrines shall be provided in every establishment on the following scale, namely—

(a) where females are employed, there shall be atleast one latrine for every 25 female;

(b) where male are employed there shall atleast one latrine for every 25 males:

Provided that where the number of males or females exceed 190 it shall be sufficient there is one latrine for 25 males or females, as the case may be, upto the first 100, and one for every 30 thereafter.

(2) Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastening.

(3) (i) Where workers of both sexes are employed there shall be displayed outside each block of latrine and urinal a notice in the language understood by the majority of workers. "For men only" or "For women only" as the case may be.

(ii) The notice shall also bear the figure of a man or a woman, as the case may be.

(4) There shall be at least one urinal for male workers upto fifty and one for female upto fifty employed at a time:

Provided that where the number of male or female workmen, as the case may be, exceeds 500 it shall be sufficient if there is one urinal for every fifty females upto the first 500 and one for every 100 or part thereof thereafter.

(5) The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment.

(6) The latrines and urinals shall be adequately lighted and shall be maintained in a clean and sanitary conditions at all times.

(7) Latrines and urinals other than those connect with flash sewage system shall comply with the requirements of the public health authorities.

(8) Water shall be provided by the means of tap or otherwise so as to be conveniently accessible in or near the latrine and urinals.

43. **Washing facilities:** (1) In every establishment adequate and suitable facilities for washing shall be provided and maintained for the use of migrant workmen employed therein.

(2) Separate and adequate screening facilities shall be provided for the use of male and female migrant workmen.

(3) Such facilities shall be conveniently accessible and shall be kept in clean and hygienic condition.

44. **Creche:** (1) In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the commencement of these rules in case of existing establishment, and within fifteen days of the commencement of the employment of not less than twenty women as migrant workmen in new establishment.

(2) One of such rooms shall be used as play room for the children and the other as bed room for the children.

(3) If the contractor fails to provide the creches within the time laid down, the same shall be provided by the principal employer within fifteen days of the expiry of the time allowed to the contractor.

(4) The contractor of the principal employer, as the case may be shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room.

(5) The creche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface.

(6) The creche shall be at convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

(7) Effective and suitable provisions shall be made in every room of creche for securing and maintaining ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

45. Residential accommodation : (1) The contractor shall provide to every migrant workmen :—

- (i) In case he is accompanied by any other member of his family suitable barrack so as to accommodate one room having at least floor area of 10 square metres a varandah and adequate additional covered space for cooking food as well as one common sanitary latrine, one common bathroom for every three such quarter; and
- (ii) In case he is unaccompanied by any other member of his family, a suitable Barrack so as to accommodate not more than ten such migrant workmen, having at least a floor area not less than 6.5 square metres for each such migrant workmen making use of the barrack, a varandah with adequate additional covered space for cooking food as well as one common sanitary latrine and one common bathroom for every ten such migrant workmen ;

Within fifteen days of the commencement of this rule in the case of existing establishment and within fifteen days of the commencement of the employment of migrant workmen in new establishment.

(2) Every quarter and barrack shall be so constructed as to afford adequate ventilation, protection against heat, wind, rain and shall have smooth, hard and impervious floor surface.

(3) The quarter or barracks, as the case may be shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

(4) The area in which the quarters or the barracks are located as well as the latrine and the bathroom provided therein shall be kept in a clean and sanitary condition at all times.

(5) If the amenities referred to in sub-rule (1), are not provided by the contractor within the prescribed period, the principal employer shall provide the same within a period of fifteen days of the expiry of the period laid down in the said sub-rule.

(6) If there is any dispute or disagreement regarding suitability or adequacy of provision of any of the amenities referred to in sub-rule (1) to (4). The same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State whose decision shall be final.

46. Liability of the principal employer in certain cases : If any allowances required to be paid under section 14 or section 15 to a migrant workman employed in an establishment to which the Act applies is not paid by the contractor or if any facility specified in section 16 is not provided for the benefits of such migrant workman, such allowance shall be paid, or as the case may be the facility shall be provided by the principal employer within fifteen days of the expiry of the time allowed to the contractor under the sub-rules except where otherwise provided for in the relevant rules :

Provided that in case of ailment requiring medical attendance or hospitalisation, as the case may be, the principal employer shall provide the same immediately on the failure of the contractor to do so.

47. Relaxation in certain case : If the contractor or the principal employer, as the case may be, has already provided any facility relating to supply of wholesome drinking water or rest rooms or latrines and urinals or washing, canteen or creche or first aid as required under any Act applicable to the establishment and same is adequate and also available for use for the migrant workmen that facility shall be deemed to be provided for under these rules.

CHAPTER—VI

REGISTERS AND RECORDS—COLLECTION OF STATISTICS

48. Registers of contractors : Every principal employer shall maintain in respect of each establishment a register of contractors in Form-XIV.

49. Register of persons employed : Every principal employer and contractor shall maintain in respect of each establishment where he employs migrant workmen a register in Form-XV.

50. **Service certificate :** On termination of employment for any reason whatsoever the contractor shall issue to the migrant workman whose services have been terminated a service certificate in Form-XVI.

51. **Displacement-cum-outward journey allowance sheet and return journey allowance register :** (1) Every contractor shall maintain a sheet for payment of displacement-cum-outward journey allowances as required to be paid under section 14 and 15 in Form-XVII, and register for return journey allowances as required to be paid under section 15 in Form-XVIII.

(2) Entries in the sheet and required to be maintained under sub-rule (1) shall be authenticated by the contractor or his duly authorised representative.

52. **Muster roll, wages register, deductions register and overtime register :** (1) In respect of establishments which are governed by the Payment of Wages Act, 1936, and the rules made thereunder or the Minimum Wages Act, 1948, and rules made thereunder, or Contract Labour (Regulation and Abolition) Act, 1970, and rules made thereunder, the following registers and record required to be maintained by the contractor as employer under those Acts and Rules shall be deemed to be registers and records to be maintained by the contractor under these rules :—

- (a) Muster Roll
- (b) Register of wages
- (c) Register of deductions
- (d) Register of fines
- (e) Register of overtime
- (f) Register of advances.

(2) In respect of establishments not covered by any of the Acts or rules referred to in sub-rule (1) the following provisions shall apply, namely :—

- (a) Every contractor shall maintain a Muster Roll and Register of Wages in Form-XIX and Form XX respectively;
- (b) Signature or thumb impression of every migrant workman on the register of wages shall be obtained and entries therein shall be authenticated by the signature of the contractor or his authorised representative, and duly certified by the principal employer as required by rule 35;
- (c) Register of deductions for damage or loss, register of fines and register of advances shall be maintained by every contractor in Forms XXI, XII and XXIII respectively;
- (d) Every contractor shall maintain register of overtime in Form XXIV.
- (3) Notwithstanding anything contained in these rules where a combined or alternative form is sought to be used for the contractor to avoid duplication of work for compliance with the provisions of any other Act or rules framed thereunder or any other law or regulations or in cases where mechanised pay rolls are introduced for better administration, alternative suitable Form or Forms in lieu of any of the Forms prescribed under these rules, may be used with the previous approval of Labour Commissioner or Deputy Labour Commissioner or Assistant Labour Commissioner of the State.

53. **Maintenance and preservation of registers :** (1) All registers and other records required to be maintained under the Act and rules shall be maintained complete and up-to-date and unless otherwise provided for, shall be kept at an office or the nearest convenient building within the precincts of the workplace or at a place, if any specified by the Inspector on the specific request made by the contractor in this behalf.

(2) All the registers shall be maintained legibly in English or Hindi and in the language understood by the majority of the migrant workmen engaged in the works.

(3) All registers and other records shall be preserved in original for a period of three calendar years from the date of last entry made therein.

(4) All the registers, records and notice maintained under the Act or rules shall be produced on demand before the Inspector or Labour Commissioner or Deputy Labour Commissioner of the State or any other authority under the Act or any person authorised in that behalf by the State Government.

(5) Where no deduction or fine has been imposed and no overtime has been worked during any wage period a 'Nil' entry shall be made across the body of the register at the end of every wage period initiating also in precise terms the wages period to which the 'Nil' entry related in the respective registers maintained in Forms XXI, XXII and XXIII respectively.

54. Display of an abstract of the Act and the Rules : Every contractor shall display an abstract of the Act and these rules in English or Hindi or in the language spoken by majority of migrant workmen in such form as may be approved by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State.

55. Notices : (1) Notice showing the rates of wage, hours of work, wage periods, weekly holidays, dates of payment of wages, names and address of the Inspectors having jurisdiction and date of payment of unpaid wages, shall be displayed in English or in Hindi or in the language understood by the majority of the workers in conspicuous places at the establishment and the worksite by the principal employer or contractor, as the case may be.

(2) The notices shall be correctly maintained in a clean legible condition.

(3) A copy of the notices shall be sent to the Inspector and whenever any changes occur, the same shall be communicated to him within seven days of such changes.

56. Periodical returns : (1) Every contractor shall send half-yearly returns in Form XXV, in duplicate, so as to reach the Licensing Officer concerned not later than thirty days from the close of the half-year.

NOTE: Half-year for the purpose of this rule means a period of six months commencing from the 1st January and 1st July every year.

(2) Every principal employer of a registered establishment shall send annually a return in Form XXVI in duplicate, so as to reach the Registering Officer concerned not later than the 15th February, following the end of the year to which it relates.

57. (1) The Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner or the Chief Inspector or any other authority appointed under the Act by the Government of State/Union Territory from which migrant workmen have been recruited shall have powers to call for any information or statistics in relation to the migrant workmen so drafted, from the concerned contractor or the principal employer in the State at any time by an order in writing.

(2) Any person called upon to furnish the information under sub-rule (1) shall be legally bound to do so.

CHAPTER—VII

LEGAL AID TO MIGRANT WORKMEN

58. Legal aid : On receipt of written application from migrant workman or in the event of his death, from next of his kin for providing legal aid in relation to any proceeding before the Authority under section 15 of the Payment of Wages Act, 1936, or authority under section 20 of the Minimum Wages Act, 1948, or appropriate Labour Court under sub-section (2) of section 33-C of the Industrial Disputes Act, 1947, or Commissioner for Workmen's under the Workmen's Compensation Act, 1923, in which the migrant workman or his legal heir or dependent is a party during stay of the migrant workman in the area in which work place is located or after his return to the homestate, the specified, authority concerned in such case, if he is satisfied, with the approval of the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State, engage an Advocate to conduct the relevant proceedings in the court on behalf of migrant workman or his legal heir or dependent and meet all legal expenses in this regard.

CHAPTER—VIII

APPOINTMENT, POWERS AND DUTIES OF CHIEF INSPECTOR

59. The State Government may, by notification, appoint a Chief Inspector who shall be the Chief executive authority for the purpose of carrying out the provisions of the Act.

(1) In addition to any powers conferred on the Chief Inspector by or under these rules, he may exercise all or any of the powers of an Inspector.

60. (1) The Chief Inspector appointed under sub-rule (1) of rule 59 shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

(2) No prosecution under the Act shall be instituted except with the previous sanction of the Chief Inspector.

FORM - 1

[See Rule 3(3)]

Application for registration of establishments employing Migrant Workmen.

1. Name and location of the establishment :
2. Postal address of the establishment :
3. Full name and address of the principal employer (furnish father's/husband's name in case of individuals) :
4. Names and address of the directors/particular of partners (in case of companies and firms) :
5. Full name and address of the Manager or persons responsible for the supervision and control of the establishment. :
6. Nature of work carried on in the establishment. :
7. Particulars of contractors and migrant workmen. :
 - (a) Name and address of the contractor :
 - (b) Nature of work for which migrant workmen are to be recruited or are employed. :
 - (c) Maximum number of migrant workmen to be employed on any day through out the contract. :
 - (d) Establishment contract and continuation of work under such contract. :
 - (e) Estimated date of termination of employment of Migrant Workmen under the contract. :

I hereby declare that the particulars given above are true to the best of my knowledge and belief.

Principal Employer,
Seal and Name.

Office of the Registering Officer, State of Assam at _____

FORM - 2
[See Rule 3(4)]

Application for Migrant Workmen

Office of the Registering Officer, State of Assam at _____

A certificate of registration containing the following particulars has been granted under clause (a) of sub-section (1) of section 4 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1947, and the rules made thereunder to _____

1. Nature of work carried on in the establishment.
2. Name and address of Contractor.
3. Nature of work for which migrant workmen are to be employed or are employed.
4. Maximum number of migrant workmen to be employed or are employed.
5. Other particulars relevant to the employment of migrant workmen.
 - (i)
 - (ii)

Signature of Registering Officer,
(with Seal)

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FORM-III
[See Rule-4 (2)]
Register of Establishments

Sl. No.	Registration No. & date	Name and address of the establishment registered	Name of the principal Employer & his address
1	2	3	4
Type of business, trade, industry manufacture or occupation which is carried on in the establishment.		Maximum No. of migrant workmen directly employed on any day.	
5		6	
Particulars of Contractor and Inter-State Migrant Workmen.			
Name and address of contractor	Nature of work for which migrant workmen are to be recruited or made employed	Maximum number of migrant workmen employed on any day through a contractor	
7	8	9	
Probable duration of employment of migrant workmen		Remarks	
10		11	

ANNEXURE

The licence is subject to the following conditions :

- The licence shall be non-transferable.
- The number of workmen employed in any one establishment shall not be exceeded the maximum number specified in the licence during the calendar year for which it is issued or last renewed.
- Save as provided in these rules the fee paid for the grant or as the case may be, for renewal of licence be non-refundable.
- The rates of wages payable to the migrant workmen by contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948, for such employment or for work of similar kind of nature and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed.
- (a) Where the migrant workmen employed by the Agent under a contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wages rates, holidays, hours of work and other conditions of service of the migrant workmen of the contractor shall be the same as applicable to the workmen directly employed by principal employer of the establishment on the same or similar kind of work :
 (b) In the case of any disagreement with regard to the type of work, the same be decided by the Labour Commissioner of the State whose decision shall be final.
 (c) In other cases the wage rates, holidays, hours of work and conditions of service of the migrant workmen of the contractor recruited through the Agent shall be such as prescribed in the licence.
- Every migrant workman shall be entitled to allowances, benefits, facilities etc. as prescribed in the Act and these rules.
- No contract labour workmen shall be employed by any Agent under any contractor except as provided in rule 7 (a) :
- It shall be the duty of the contractor to comply with the provisions of the Act and these rules in relation to the employment of female migrant workmen as provided in the Act and as Midwives and Nurses in hospitals etc.
- The Agent shall report any change in the name of the contractor (s) migrant workmen or the conditions of work to the Licensing Officer.
- The Agent shall comply with all the provisions of the Act and these rules.
- A copy of the licence shall be displayed prominently at the premises where the migrant workmen are employed.

FORM-IV
(See Rule 7 (f))

Application for licence for recruitment

1. Name and address of the contractor (including his/her father's/husband's name in case of individuals);
2. Date of birth and age (in case of individuals);
3. Particulars of establishment where migrant workmen are to be employed;
4. (a) Name and address of the establishment;
- (b) Type of business, trade, industry, manufacture or occupation which is carried on in the establishment.
- (c) Number and date of certificate of registration of the establishment under the Act.
- (d) Name and address of the principal employer.
5. Particulars of migrant workmen:-
 - (a) Nature of work in which migrant workmen are employed or are to be employed in the establishment.
 - (b) Duration of the proposed contract work (give particulars of proposed date of commencing and ending).
 - (c) Name and address of the agent or manager of the contractor as the work site.
 - (d) Maximum number of migrant workmen proposed to be employed in the establishment on any date.
 - (e) Names and addresses of the Directors/Partners (in case of companies and firms.)
 - (f) Name(s) and address(es) of the person(s) in charge of and responsible to the company/firm as the case may be.
6. Whether the contractor was convicted of any offence within the preceding five years, if so give details.
7. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order.
8. Whether the contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, establishment and nature of work.
9. Whether a certificate by the principal employer in Form VII is enclosed.
10. Amount of licence fee paid (with number and date of treasury receipts).
11. Amount of security deposit, if any.

Declaration: I hereby declare that the details given above are correct to the best of my knowledge and belief.

Place:-

Date:-

Signature of the applicant
(Contractor)

Note: The application should be accompanied by a Treasury receipt showing the payment of the prescribed licence fee and security deposits, if any, and a certificate in Form VII from the principal employer.

To be filled by the office of the Licencing Officer.

Date of receipt of the applicant with treasury receipt of fees.

Signature of the Licencing Officer.

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FORM F

[See Rule 9(2)]

Application for licence for recruitment of labourers by the Agent for employment in Contractor's establishments outside Arunachal Pradesh.

1. Name and the permanent address of the Agent (including the father's/husband's name in case of individuals) with age of the Agent.
2. Date of birth and age (in case of individuals) :
 - (a) Full address of the recruiting office ;
 - (b) Name and address of the authorised nominee working in absence of the nominee with his relation with the Agent.
3. Particulars of establishment where migrant workmen are to be employed.
4. (a) Name and address of the establishment.
- (b) Type of business, trade, industry, manufacture or occupation which is carried on in the establishment.
- (c) Number and date of certificate of registration of the establishment under the Act.
- (d) Name and address of the principal employer.
- (e) Name and address of the Contractor (in case labourers are to be supplied during the year in question) with number and date of licence obtained under the provisions of the Ministry of Labour, Government of India and particulars of the licence.
- (f) Name and address of the work site.
- (g) Number and date of licence of the contractor and a date licence obtained under the provisions of Labour Regulation and Contracting Act, 1940, with particulars of the licence.
5. Particulars of migrant workmen :
 - (a) Nature of work in which migrant workmen are employed or are to be employed in the establishment.
 - (b) Duration of the proposed contract work (give particulars of proposed date of commencement and ending).
 - (c) Name and address of the manager of contractor at the work site.
 - (d) Maximum number of workmen proposed to be recruited and supplied to the Contractor by the Agent during the year in question (with break-up of the number to be supplied to each contractor).
 - (e) Areas with name of police station and district from which labourers are to be recruited.
 - (f) Name and address of the Partner and Managing Partner or Director of the Contractor's firm (in case of companies or firms) whom workmen are to be supplied.
6. Whether the Agent was convicted of any offence within the preceding five years, if so, give details.
7. Whether there was any order against the Agent revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order.
8. Areas with name of police station and district from which the migrant workmen are proposed to be recruited.
9. Amount of licence fee paid (with number and date of Treasury Receipt).

D E C L A R A T I O N

I hereby declare that the details given above are correct to be best of my knowledge and belief.

Place :—

Date :—

Signature of the Agent

(To be filled in the office of the Licencing Officer)

Date of receipt of the application with crossed demand draft for fees.

Signature of the Licencing
Officer.

FORM—VI

[See Rule 7(2)]

Application for licence for Employment of Migrant Workmen.

1. Name and address of the contractors :
(including his father's/husband's name
in case of individual)
2. Date of birth and age (in case of :
individual)
3. Particulars of establishment where :
migrant workmen are to be employed
 - (a) Name and address of the establishment :
 - (b) Type of business, trade, industry, :
manufacture or occupation which is
carried on in the establishment
 - (c) Number and date of certificate of :
registration of the establishment
under the Act.
 - (d) Name and address of the principal :
employer
4. Particulars of migrant workmen :—
 - (a) Nature of work in which migrant :
workmen are employed or are to be
employed in the establishment
 - (b) Duration of the proposed contract :
work (give particulars of proposed date
of commencement and ending).
 - (c) Name and address of the agent or :
manager of the contractor at the
work site.
 - (d) Maximum number of migrant workmen :
proposed to be employed in the
establishment on any date
 - (e) Names and address of the directors/ :
partners (in case of companies and
firms).
 - (f) Name(s) and address(es) of the person(s) :
in-charge of and responsible to the
company/firm for the conduct of the
business of the company/firm as the
case may be.

5. Whether the contractor was convicted of any offence within the preceding five years. If so, give details.
6. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contractor. If so, the date of such order.
7. Whether contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, establishment and nature of work.
8. Whether a certificate by the principal employer in Form--VII is enclosed.
9. Amount of licence fee paid (with number and date of treasury receipt).
10. Amount of security deposit if any.

Declaration—I hereby declare that the details given are correct to the best of my knowledge and belief.

Signature of applicant
(Contractor).

FORM--VII
[See Rule 7 (3)]

Form of certificate by Principal Employer

Certified that I have engaged the applicant (name of the contractor) as a contractor in my establishment. I undertake to be bound all the provisions of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1983, in so far as the provisions are applicable to me in respect of the employment of migrant workmen by the applicant in my establishment.

Place :--

Date :--

Signature of Principal Employer
name and address of Establishment.

FORM--VIII
[See Rule 11 (2)]

Application for adjustment of Security Deposit

Name and address of the contractor	No. and date of application for fresh licence	Date of expiry of previous licence
1	2	3
Whether the previous licence of the contractor was suspended or revoked	No. and date of the treasury receipt of security deposit in respect of the previous licence	Amount of previous security deposit
4	5	6
Amount of security deposit for the fresh licence	No. and date of treasury receipt of the balance security deposit deposited with the fresh application.	No. and date of certificate of registration of the establishment in relation to which the fresh licence is applied for.
7	8	9
Name and address of the principal employer	Particulars of fresh application	Remarks
10	11	12

Signature of applicant

FORM--IX

[See Rule 12 (1)]

OFFICE OF THE LICENSING OFFICER

Licence No. _____ Dated _____ Fee paid Rs. _____

LICENCE

Licence is hereby granted to _____ under Section 8 (1) of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, subject to the conditions specified in the Annexure.

2. The licence is for doing the work (Nature of work to be indicated) in the establishment of (Name of principal employer to be indicated) at (place of work to be indicated).

3. The licence shall remain in force till (date to be indicated).

4. The maximum no. of workmen that can be employed in the establishment on any date.

ANNEXURE

The licence is subject to the following conditions :--

1. The licence shall be non-transferable.
2. The number of workmen employed as migrant workmen in the establishment shall not on any day exceed the maximum number specified in the application for licence.
3. Save as provided in these rules the fees paid for the grant or as the case may be for renewal of licence shall be non-refundable.
4. The rates of wages payable to the migrant workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948, for such employment where applicable and where the rates have been fixed by agreement, settlement or award not less than the rates so fixed.
5. (a) In case where the migrant workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wages, rates holidays, hours of work and other conditions of service of the migrant workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work :
 Provided that in the case of any disagreement with regard to the type of work, the same shall be decided by the Labour Commissioner whose decision shall be final.
 (b) In other cases the wages, rate, holidays, hours of work and conditions of service of the migrant workmen of the contractor shall be such as prescribed in these rules.
6. Every migrant workman shall be entitled to allowances, benefits, facilities etc. as prescribed in the Act and these rules.
7. No female migrant workman shall be employed by any contractor before 6 a.m. or after 7 p.m. :
 Provided that this clause shall not apply to the employment of female migrant workman in pit head, baths, creches and canteens and as midwives and nurses in hospitals and dispensaries.
8. The contractor shall notify any change in the number of migrant workmen or the conditions of work to the Licencing Officer.
9. The contractor shall comply with all the provisions of the Act and these rules.
10. A copy of the licence shall be displayed prominently at the premises where the migrant workmen are employed.

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RENEWAL

(See Rule 14)

Date of renewal	Fee paid for renewal	Date of expiry
1.		
2.		
3.		

Date.....

Signature and seal of the Licencing Officer.

FORM—X

OFFICE OF THE LICENCING OFFICER

Licence No. _____ date _____ Fee paid Rs. _____

L I C E N C E

Licence is hereby granted to _____ Agent, under section 8 (1) of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, subject to the conditions specified in the Annexure.

1. This licence is for doing the work of (nature of work to be indicated) in the establishment of principal employer and the contractor (name and address to be indicated) at _____ (Complete address of the place of work to be indicated), by the migrant workmen recruited from _____ (Name of the Police Station, district and State to be indicated).

2. The licence is meant for recruiting maximum number of _____ (figure to be mentioned here during the calendar year indicated in item 3 below).

3. The licence shall remain in force till the 31st December of (year in which issued to be mentioned here).

Signature and Seal of Licencing Officer.

R E N E W A L

(See Rule 14)

Date of renewal	Fee paid for renewal	Date of expiry	Maximum number of migrant workmen to be recruited.
1.			
2.			
3.			

Dated.....

Signature and Seal of the Licencing Officer.

FORM—XI

[See Rule 15 (2)]

APPLICATION FOR RENEWAL OF LICENCE

1. Name and address of the contractor.
2. Number and date of the licence.
3. Date of expiry of the previous licence.
4. Whether the licence of the contractor was suspended or revoked.
5. Number and date of the treasury receipt enclosed.

Place :—

Date :—

Signature of the applicant

(To be filled in the office of the Licencing Officer)

(Date of receipt of the application with treasury receipt and date)

Signature of the Licencing Officer.

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FORM—XIII

(See Rule 24)

(Return to be sent by the contractor to the authorities specified under explanation below sub-section (2) of section 12 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

1. Name and address of the contractor-----
2. Name and address of the sub-contractors through whom recruitment has been made-----
3. Name and address of the establishment-----
4. Name and address of the Principal Employer-----
5. Name of the State in which the place of work is located-----
6. Name of the State in which recruitment was made-----

Sl. No.	Name of migrant workman	Father's husband's name	Sex	Designation	Age	Permanent home address
1	2	3	4	5	6	7

Place and address of residence in home State	Date of Employment	Date on which ceased to be employed with reasons	Total days worked
8	9	10	11

Details of rates of wages and other allowances paid	Amount of displacement allowance paid	Amount of outward journey allowance and wages for outward journey paid.	Amount of return journey allowance and wages for return journey paid
12	13	14	15

Total wages paid	Details of compensation and other allowance	Amount of deductions if any	Amount of advance if any paid	Amount of advances if any recovered	Remarks
16	17	18	19	20	21

I/We hereby declare that all wages, other dues including displacement allowance outward return journeys allowances and wages for journey periods payable to migrant workman/workmen named above and employed by me/us to him/them.

Place :—

Signature of the Contractor or his authorised representative.

Date :—

Submitted to :

(1).....
(Specified authority in the State in which migrant workman/workmen is/are employed).

(2).....

(Specified authority in the State from which the migrant workman/workmen has/have been recruited).

Copy forwarded to.....
(The Principal Employer)

Signature of the Contractor or his authorised representative.

NOTE :— In case where migrant workmen concerned have been recruited from more than one States, separate returns shall be submitted in respect of such State.

FORM—XIV

(See Rule 48)
(Register of Contractors)

1. Name and address of the Principal Employer.....
2. Name and address of the Establishment.....

Name and address of contractor	Nature of work on contract	Location of contract work	Period of contract	
			From	To
1	2	3	4	5
Maximum No. of migrant workmen employed by contractor.				
6				

I/We hereby declared that all wages, other dues including displacement allowance, outward return journey allowances and wages for journey periods payable to migrant workman/workmen named above and employed by me/us have been paid by me/us to him/them.

Place :—

Signature of the Contractor or his authorised representative.

Date :—

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FORM--XV
(See Rule 49)

Register of workmen employed by Contractor.

1. Name and address of Contractor _____
Name and address of establishment in/under which migrant workmen are employed _____
Name and address of Principal Employer _____

Sl. No.	Name and surname of Migrant workman	Age and sex	Father's/husband's name	Nature of employment/designation
1	2	3	4	5

Permanent home address of migrant workmen (Village and Tehsil/Taluk and District)	Local address
6	7

Date of commencement of employment	Signature of thumb impression of migrant workman	Date of termination of employment
8	9	10

Reasons for termination	Remarks
11	12

Signature of Contractor or his authorised representative.

FORM--XVI
(See Rule 50)
Service Certificate

Name and address of contractor _____
Name and address of establishment in/under which migrant workman are employed _____
Name and location of work _____
Name and address of the migrant workmen _____
Age and date of birth _____
Name and address of Principal Employer _____
Identification marks _____
Father's/Husband's name _____

Sl. No.	Total period for which employed		Nature of work done
	From	To	
1	2	3	4

Rate of wages (with particulars of unit in case of piece work)	Remarks
5	6

Signature of Contractor or his authorised representative.

FORM—XVII

[See Rule 51 (I)]

DISPLACEMENT AND OUTWARD JOURNEY ALLOWANCE SHEET

Name and address of the Contractor_____

Name and address of the establishment_____

Name and address of the Principal Employer_____

Month and year_____

Sl. No.	Name of the migrant workman	Father's/husband's name	Permanent home address indicating the State
1	2	3	4

Place and address of residence in the home State	Designation	Rate of wages
5	6	7

Wages payable in a month	Place of recruitment	Place of work with address indicating the State	Railway station/ bus stand nearest to the place of residence
8	9	10	11

Railway station/bus stand nearest to the place of work	Date and time of commencement of journey from the place of residence	Expected date and time of arrival at the place of work
12	13	14

Details of modes of journey from the place or residence in the home State to the place of work.	Amount of bus fare or second class train fare or the journey expenses separately as per the modes of journey indicated in col. 15	Total of amounts indicated in column No. 16
15	16	17

Amount of displacement allowance	Amount of outward journey period	Wages for outward journey period	Total amount paid
18	19	20	21

Date on which paid	Signature or thumb impression of the migrant workman	Actual date and time of arrival at the place of work.	Balance wages for outward journey, if any payable.
22	23	24	25
Date of payment of the balance wages indicated in column 25			
		Signature of thumb impression of the migrant workman	Remarks
26		27	28

NOTE :— Indicate separately different mode of journeys. Entries are to be made against each individual migrant workman.

Signature of the Contractor or his authorised Representative.
Date :

FORM—XVIII

[See Rule 51 (1)]

RETURN JOURNEY ALLOWANCE REGISTER

Name and address of the contractor.....
Name and address of the establishment.....
Name and address of the principal employer.....
Month and year.....

Sl. No.	Name of the migrant workman	Father's husband's name	Permanent home address indicating the State	Place and address of residence in the home State
1	2	3	4	5
Designation		Rate of wages		Place of work
6		7		8

Railway station/bus stand nearest to the place of work	Railway station/bus stand nearest to the place of residence in the home State	Date and time of commencement of journey from the place of work
9	10	11

Expected date and time of arrival at the residence in home State	Expected mode of journeys from the place of work to place of residence in the Home State	Amount of bus fare and expenses or second class train fare or other journey expenses separately as per expected mode of journey indicated in column No. 13
12	13	14

Total amounts indicated in column No. 14	Amount of return journey allowance	Wages for return journey period	Total amount paid
15	16	17	18

Date on which paid	Signature or thumb impression of the migrant workman	Remarks
19	20	21

Indicate separately different modes of journey.

NOTE : Entries are to be made against each individual Inter-State migrant workman.

Signature of the Contractor or his authorised representative.
Date

FORM—XIX
[See Rule 52 (2) (a)]
Muster Roll

Name and address of Contractor _____

Name and address of Establishment under which migrant workman are employed _____

Nature and location of work _____

Name and address of Principal Employer _____

For the month of _____

Sl. No.	Name of migrant workmen	Father's/Husband's name		
1	2	3		

Date	1	2	3	4	5	Remarks
4	5	6	7	8	9	

FORM—XX
[See Rule 52 (2) (a)]
Register of Wages

Name and address of Contractor _____

Name and address of Establishment under which Inter-State Migrant Workmen are employed _____

Nature and location of work _____

Sl. No.	Name of Inter-State Migrant Workman	Sl. No. in the Register of workmen	Designation/nature of work	
1	2	3	4	

No. of days worked	Units of work done	Daily rate of wages/price rate	
5	6	7	

Amount of wages earned				
Basic wages	Dearness Allowance	Overtime	Other cash payments (nature of payment to be indicated)	Total
8	9	10	11	12

Deduction, if any (indicate nature)	Net amount paid	Signature/thumb impression of Inter-State Migrant Workmen	Initials of Contractor or his authorised representative.
13	14	15	16

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FORM—XXI
[See Rule 52 (2) (c)]

Register of deductions for damage or loss

Name and address of Contractor_____

Name and address of Establishment under which Inter-State Migrant workmen are employed_____

Nature and location of work_____

Name and address of Principal Employer_____

Sl. No	Name of Inter State Migrant workman	Father's/Husband's name	Designation/nature of employment	Particulars or damage of loss
1	2	3	4	5

Date of damage or loss	Whether Inter-State Migrant Workman showed causes against deduction
6	7

Name of persons in whose presence employee's explanation was heard	Amount of deduction imposed	No. of instalments
8	9	10

Date of recovery		Remarks
First instalment	Last instalment	
11	12	13

FORM—XXII
[See Rule—52 (2) (c)]

Register of Fines

Name and address of Contractor_____

Name and address of Establishment under which Inter-State Migrant workmen are employed_____

Nature and location of work_____

Name and address of Principal Employer_____

Sl. No.	Name of Inter-State Migrant Workmen	Father's/Husband's name	Designation/nature of employment
1	2	3	4

Act/Omission for which fine imposed	Date of offence
5	6

Whether Inter-State Migrant workman showed cause against fine	Name of person in whose presence employee's explanation was heard	Wage periods and wages payable
7	8	9

Amount of fine imposed	Date of which fine realised	Remarks
10	11	12

FORM—XXIII

[See Rule 52 (2)(c)]

Register of Advance

Name and address of contractor _____

Name and address of Establishment under which Inter-State Migrant workmen are employed _____

Nature and location of work _____

Name and address of Principal Employer _____

Sl. No.	Name of inter-State Migrant workman	Father's/Husband's name
1	2	3

Nature of employment/designation	Wage period and wages payable	Date and amount of advance given
4	5	6

Purpose (s) for which advance made	No. of instalments by which advance to be repaid
7	8

Date and amount of each instalment repaid	Date on which last instalment was repaid	Remarks
9	10	11

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FORM--XXIV

[See Rule 52 (2) (d)]

Register of Over Time

Name and address of Contractor-----

Name and address of establishment under which migrant workmen are employed-----

Name and location of work-----

Name and address of Principal Employer-----

Sl. No.	Name of Inter-State Migrant Workman	Father's/Husband's name	Sex
1	2	3	4

Designation/nature of employment	Date on which overtime worked
5	6

Total overtime work or production in case of piece rated	Normal rates of wages	Overtime rate of wages
7	8	9

Overtime earning	Date on which overtime wages paid.	Remarks
10	11	12

FORM--XXV

[See Rule 56 (1)]

Return to be sent by the contractor to the Licencing Officer.

Half-year ending-----

1. Name and address of the contractor
2. Name and address of the establishment.
3. Name and address of the Principal Employer.
4. Duration of contract from-----to-----
5. No. of days during the half-year on which-----
 - (a) the establishment of the principal employer had worked-----
 - (b) the contractor's establishment had worked-----

6. Maximum number of Inter-State migrant workmen employed on any day during the half-year :

Men	Women	Children	Total
-----	-------	----------	-------

7. (a) Daily hours of work and spread over.

(ii) (a) Whether weekly holiday observed and on what day.

(b) If so, whether it was paid for.

(iii) No. of man-hours of overtime worked.

8. Number of mandays worked by :

Men	Women	Children	Total
-----	-------	----------	-------

9. Amount of wages paid :

Men	Women	Children	Total
-----	-------	----------	-------

Note : Wages shall not include wages for periods of outward and return journeys.

10. Amount of deductions from wages, if any.

Men	Women	Children	Total
-----	-------	----------	-------

11. Amount of displacement allowance paid :

Men	Woman	Children	Total
-----	-------	----------	-------

12. Amount of outward journeys allowance paid :

Men	Women	Children	Total
-----	-------	----------	-------

13. Amount of wages for outward journey period paid :

Men	Women	Children	Total
-----	-------	----------	-------

14. Amount of return journey allowance paid :

Men	Women	Children	Total
-----	-------	----------	-------

15. Amount of wages for return journey periods paid :

Men	Women	Children	Total
-----	-------	----------	-------

16. Whether the following have been provided :

(i) Residential accommodation :

(ii) Protective clothing :

(iii) Canteen :

(iv) Rest-room :

(v) Latrine and urinals :

(vi) Drinking water :

(vii) Creche :

(viii) Medical facilities :

(ix) First-Aid :

(If the answer is 'Yes' state briefly nature/standards provided).

Place.

FORM--XXVI

[See Rule 56 (2)]

Annual Return of Principal Employer to be sent to the Registering Officer

Year ending 31st December.

1. Full name and address of the Principal Employer :
2. Name of the establishment :
 - (a) District :
 - (b) Postal address :
 - (c) Nature of operation/industry/work carried on.
3. Full name of the Management or person responsible for supervision and control of the establishment.
4. Number of contractors worked in the establishment during the year (give details in Annexure).
5. Nature of work operations on which migrant workman was employed.
6. Total number of days during the year on which migrant workman was employed.
7. Total number of mandays worked for by migrant workman during the year.
8. Maximum number of workmen employed directly on any day during the year.
9. Total number of days during the year on which direct labour was employed.
10. Total number of mandays worked by directly employed workmen.
11. Change, if any in the management of the establishment, its location, or any other particulars furnished to the Registering Officer in the application for Registration indicating also the date.

Place :—

Date :—

ANNEXURE TO FORM

Principal Employer.

Name and address of the contractor	Period of Contract		Nature of work
	From	To	
1	2	3	4
Maximum No. of workers employed by each contractor.	No. of days worked		No. of mandays worked.
5	6	7	